



# Declaration of Results

## Protected Action Ballot

**Communications Electrical Electronic Energy Information Postal  
Plumbing and Allied Services Union of Australia (CEPU)  
V**

**Qantas Airways Limited**

(B2024/1507)

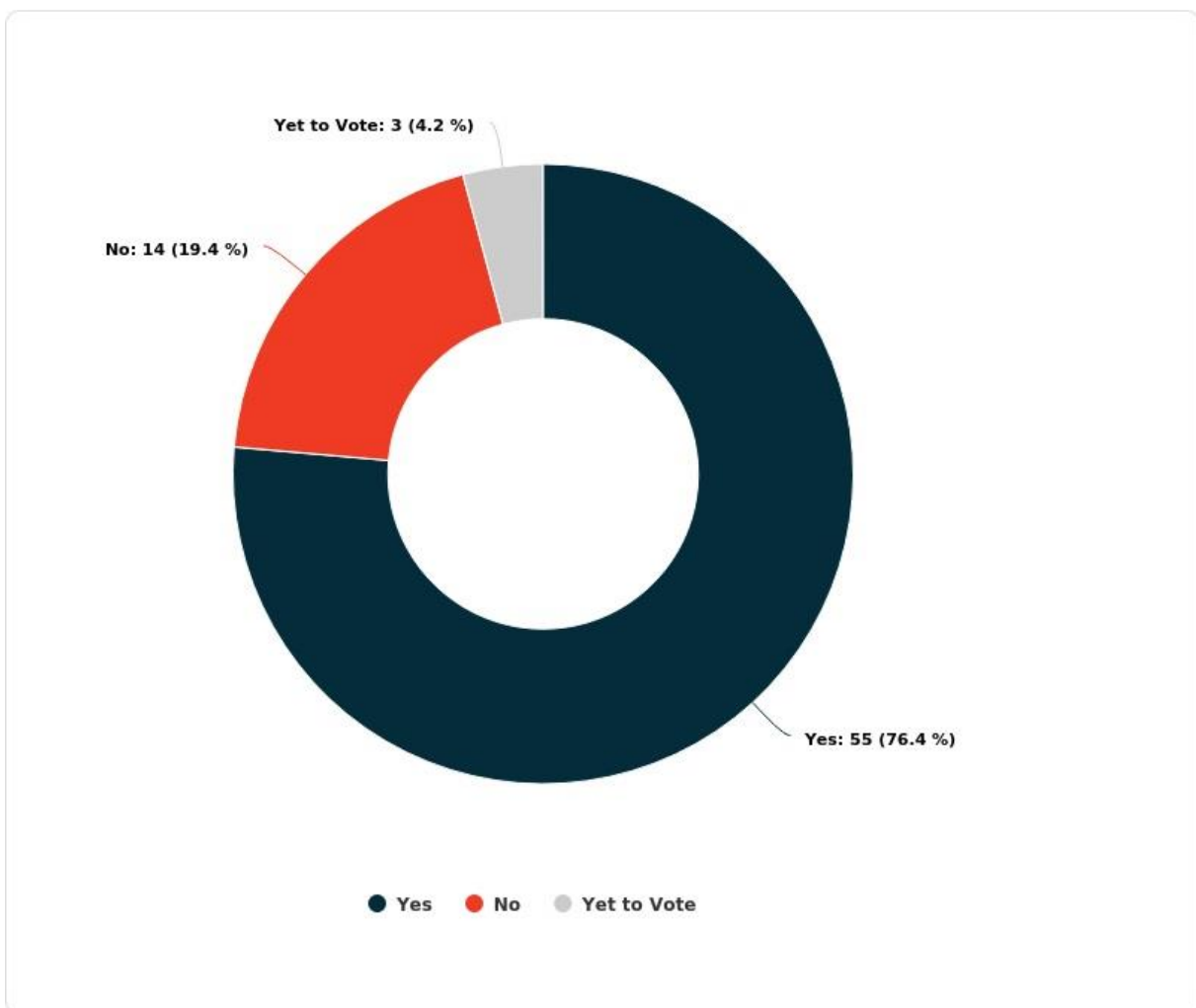
Monday 9th December, 2024  
11:58am AEDT

# 1. Vote Result

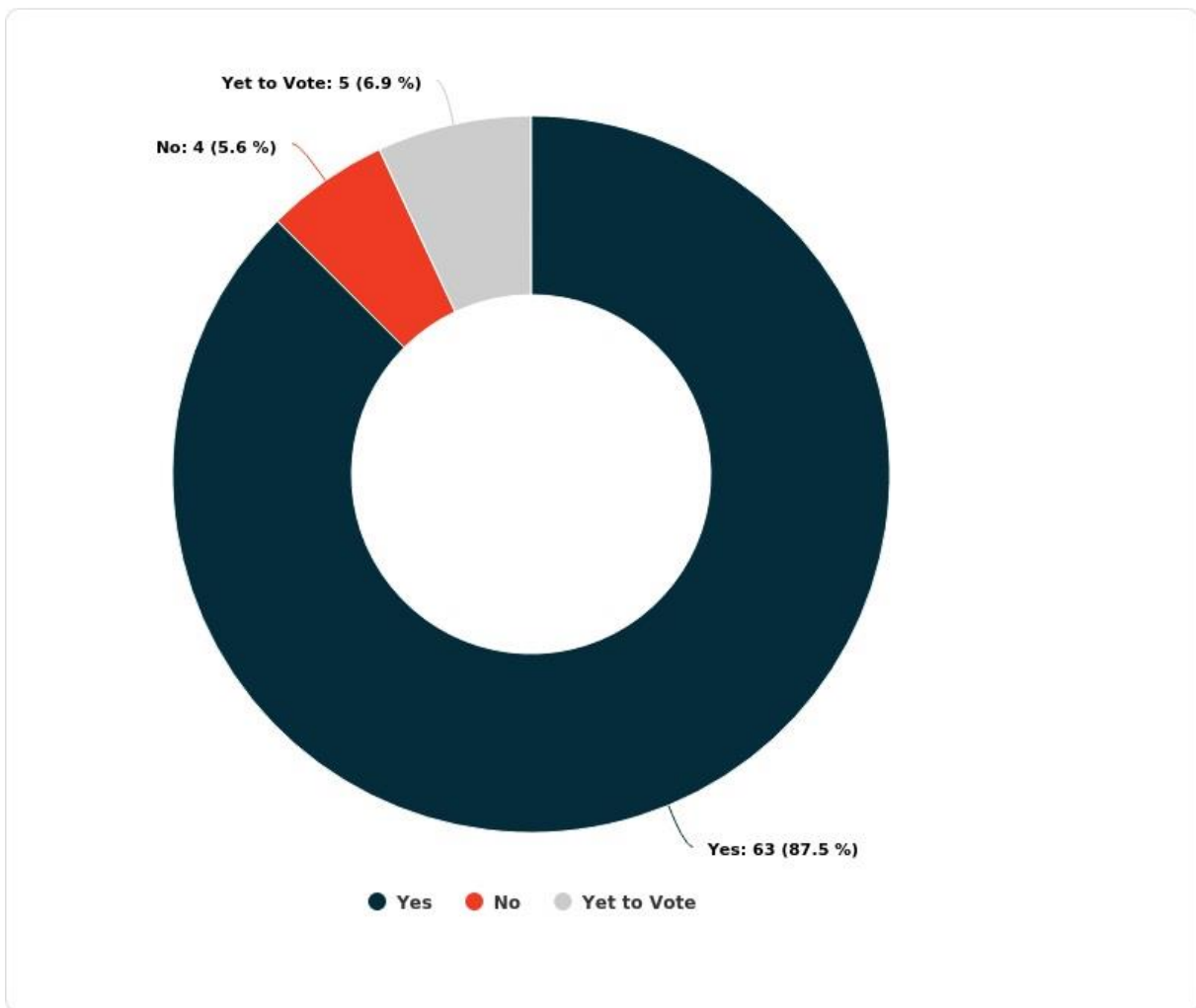
Total Eligible Voters: 72  
Total Voted: 69 (95.8%)  
Total Voted on All Questions: 62 (86.1%)

Final Vote Audit: Monday 9th December, 2024 11:58am AEDT

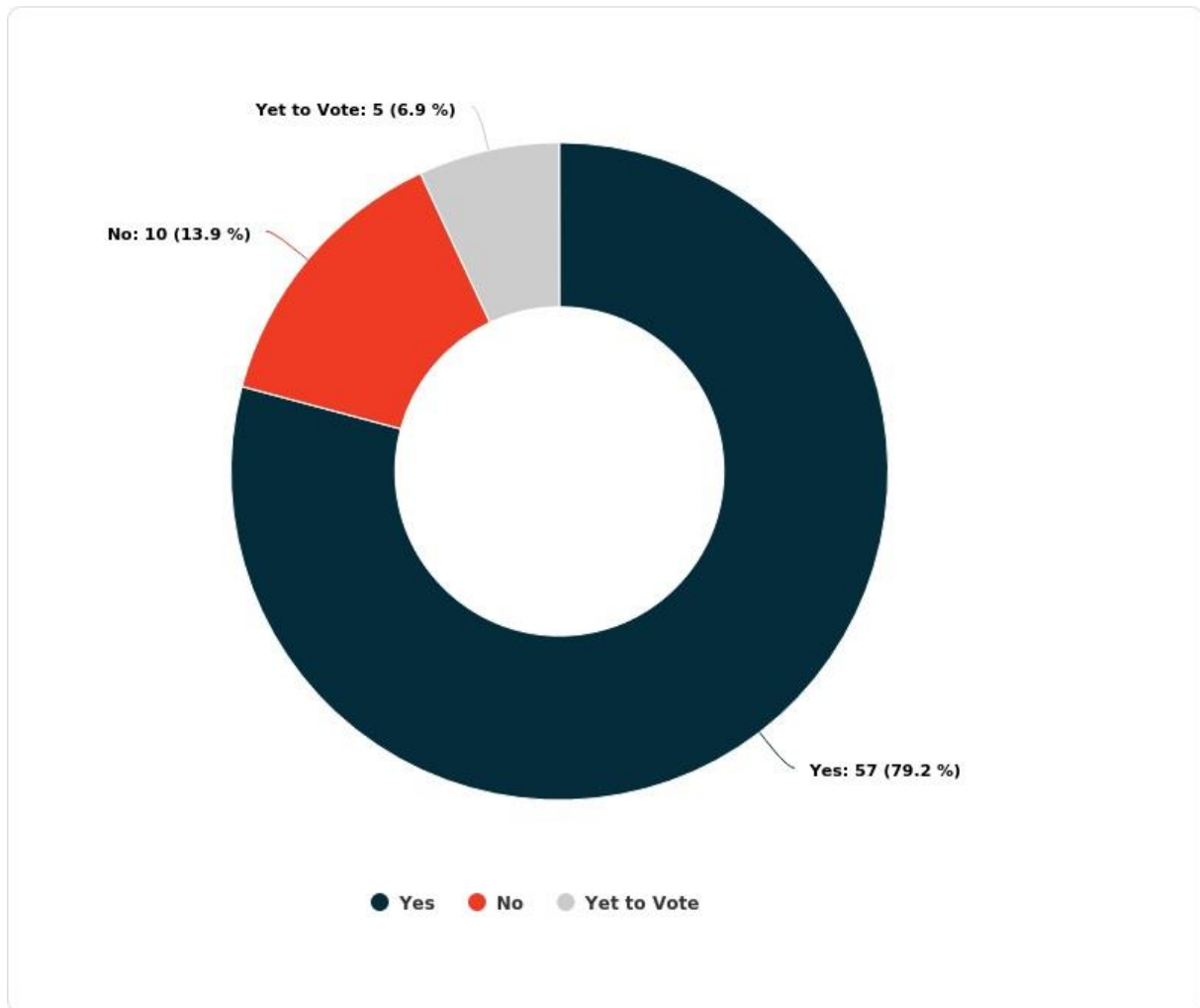
## 1. An unlimited number of periodic or indefinite bans on the performance of overtime



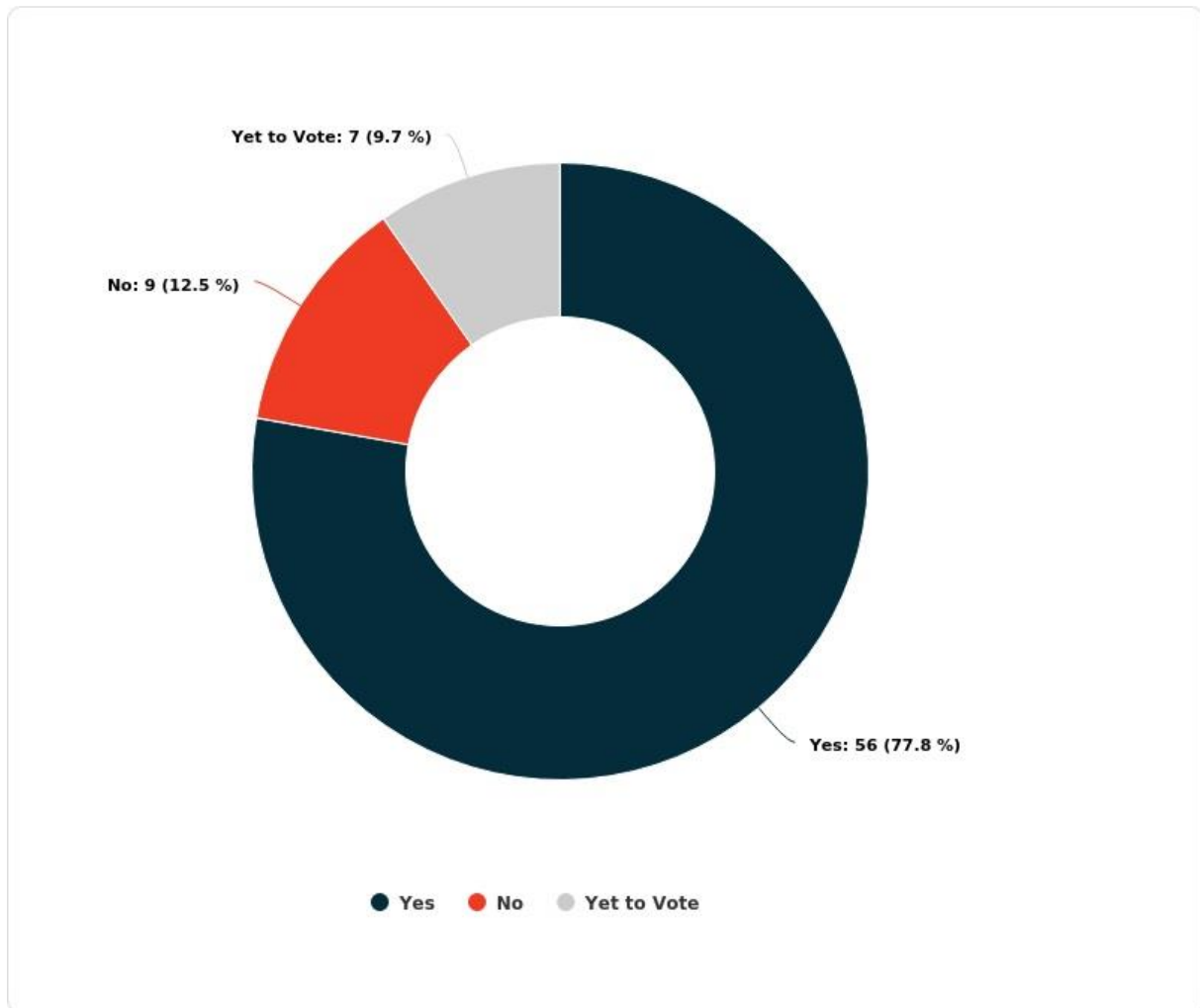
2. An unlimited number of periodic or indefinite bans on the use of a forklift.



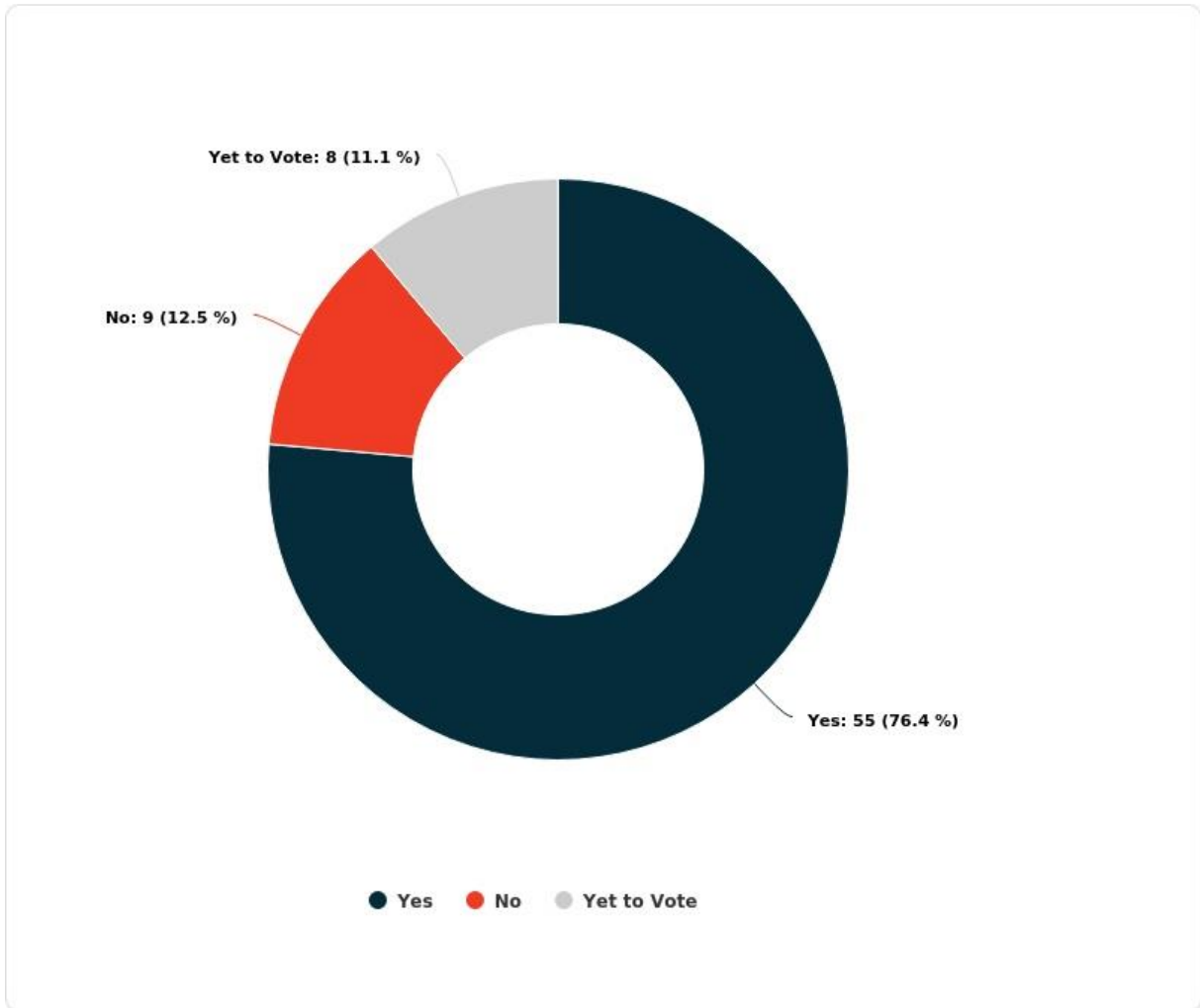
3. A) An unlimited number of periodic or indefinite bans on the performance of functions related to towing of aircraft, including - the towing of aircraft.



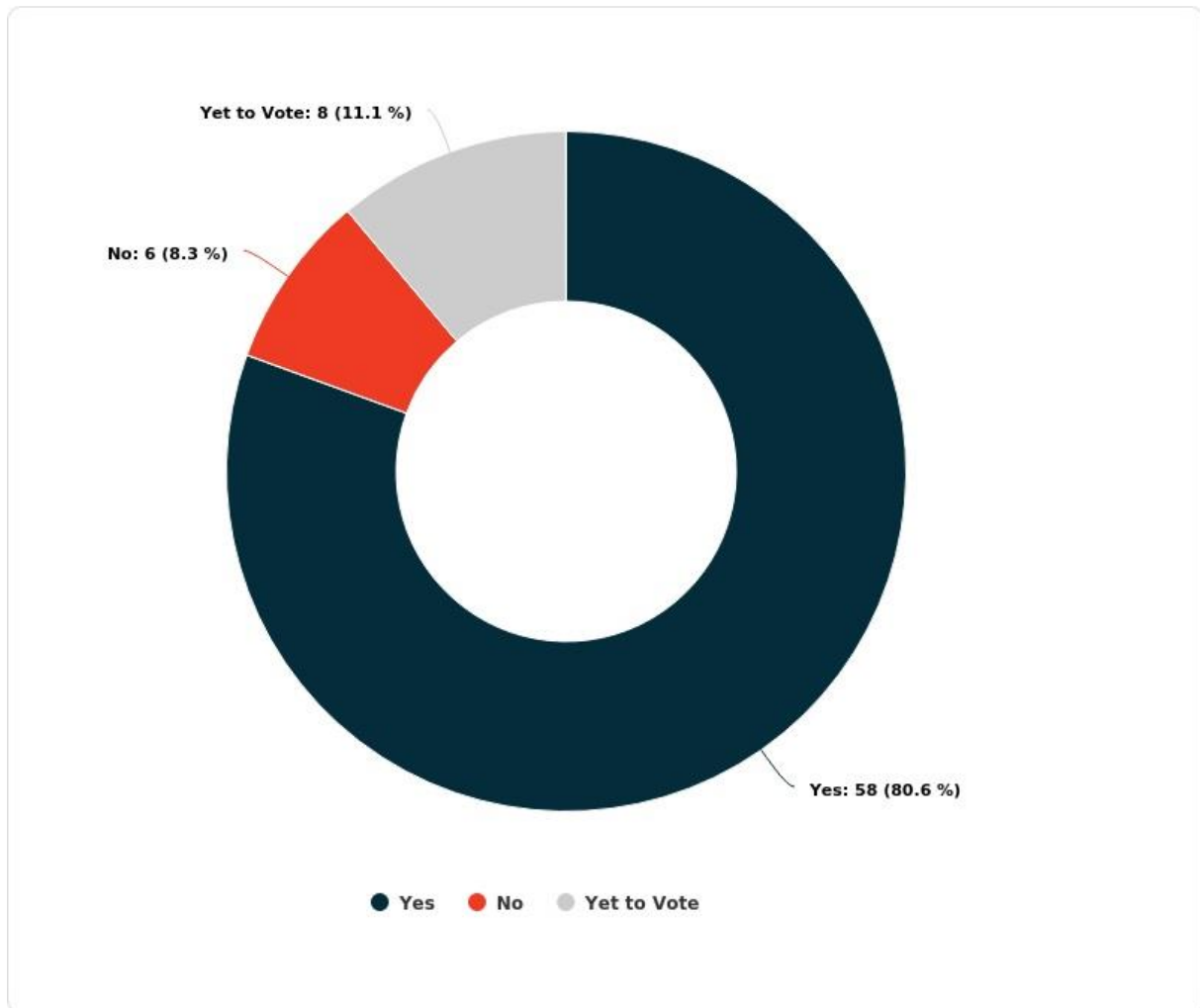
3.B) An unlimited number of periodic or indefinite bans on the performance of functions related to towing of aircraft, including - work as Person in Charge (PIC) for the towing of aircraft.



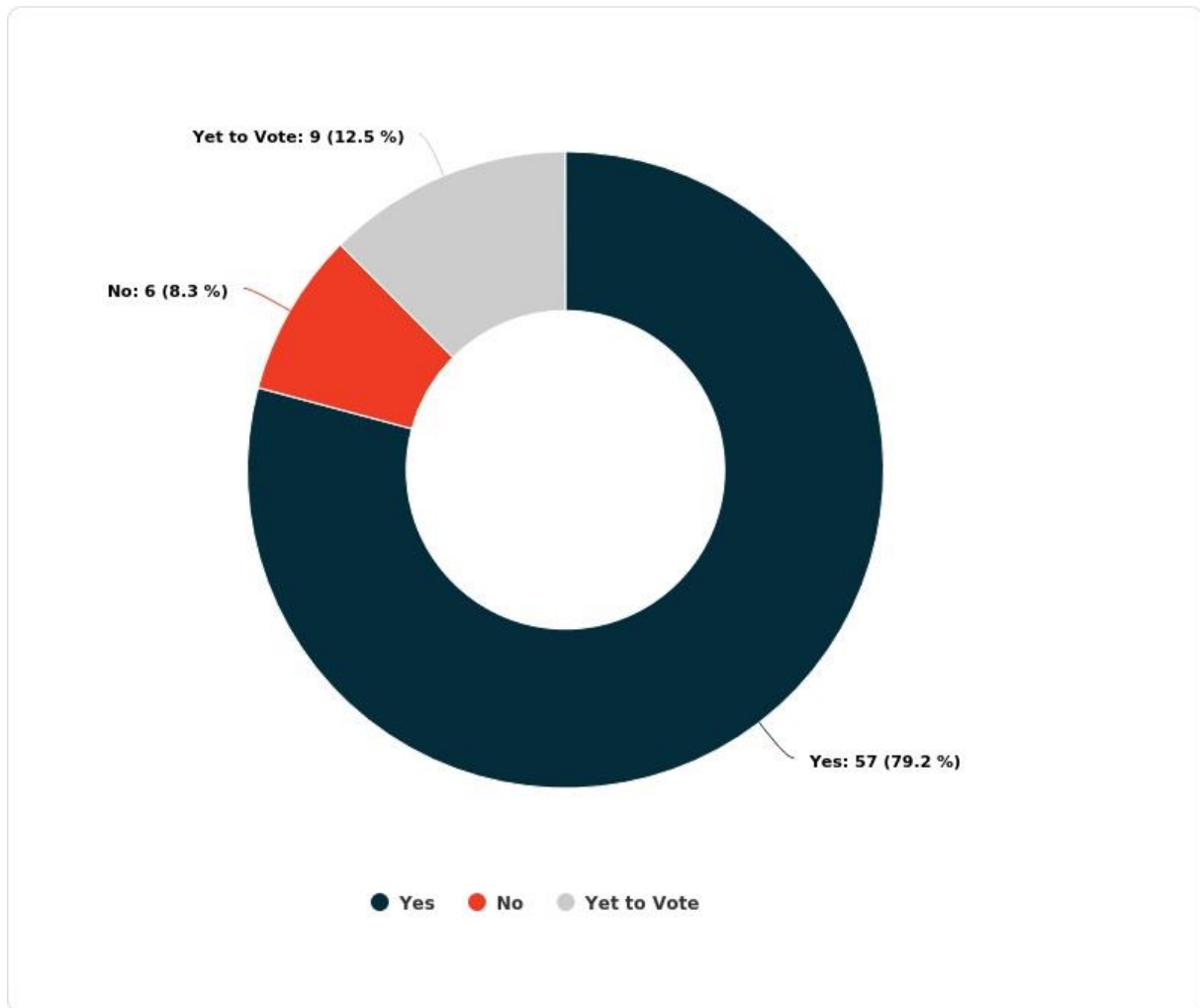
3.C) An unlimited number of periodic or indefinite bans on the performance of functions related to towing of aircraft, including - work as Flight Deck Operator (FDO) for the towing of aircraft.



3.D) An unlimited number of periodic or indefinite bans on the performance of functions related to towing of aircraft, including - work as aircraft clearance marshaller for the towing of aircraft.

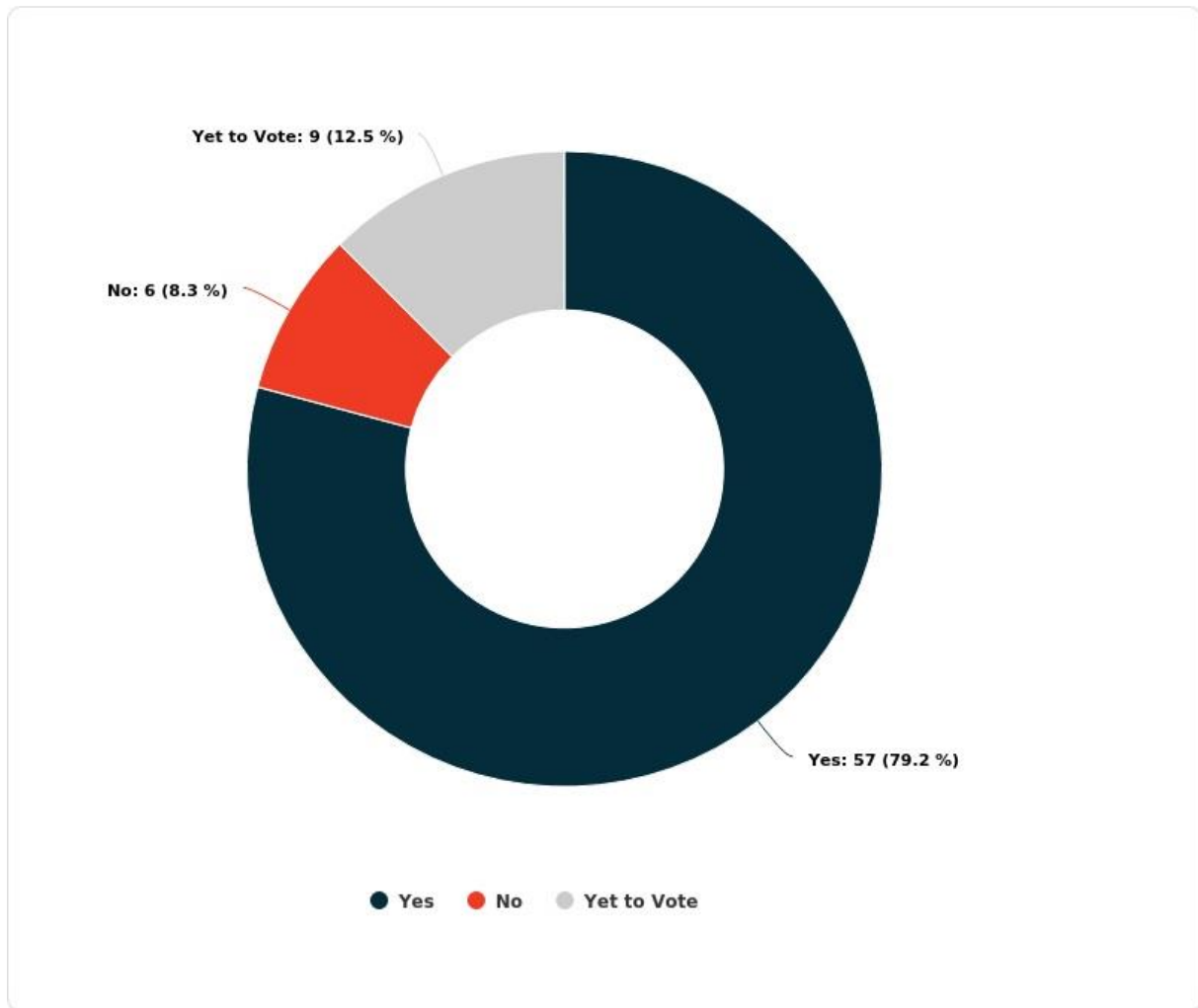


3.E) An unlimited number of periodic or indefinite bans on the performance of functions related to towing of aircraft, including - tug driving for the towing of aircraft.

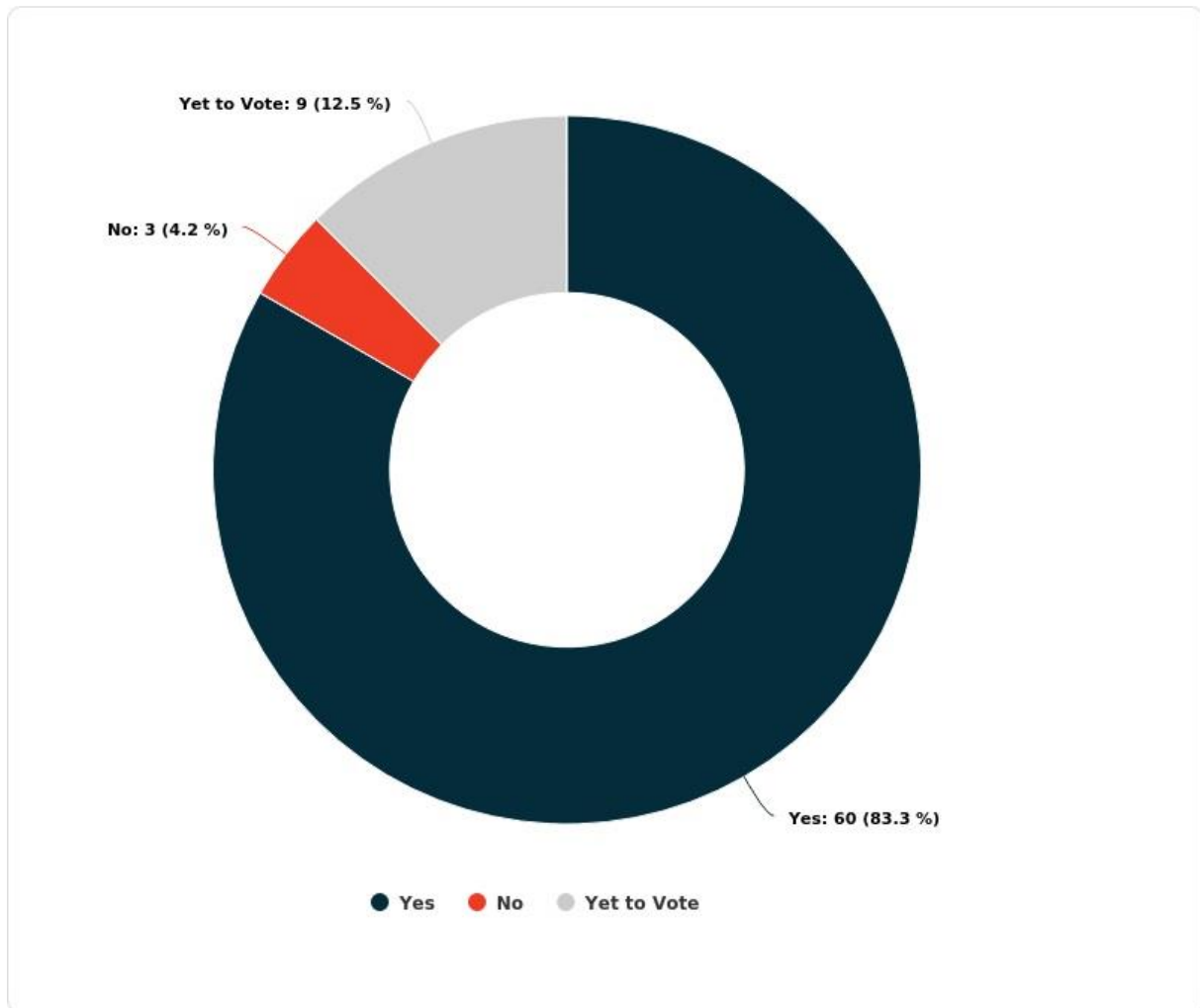




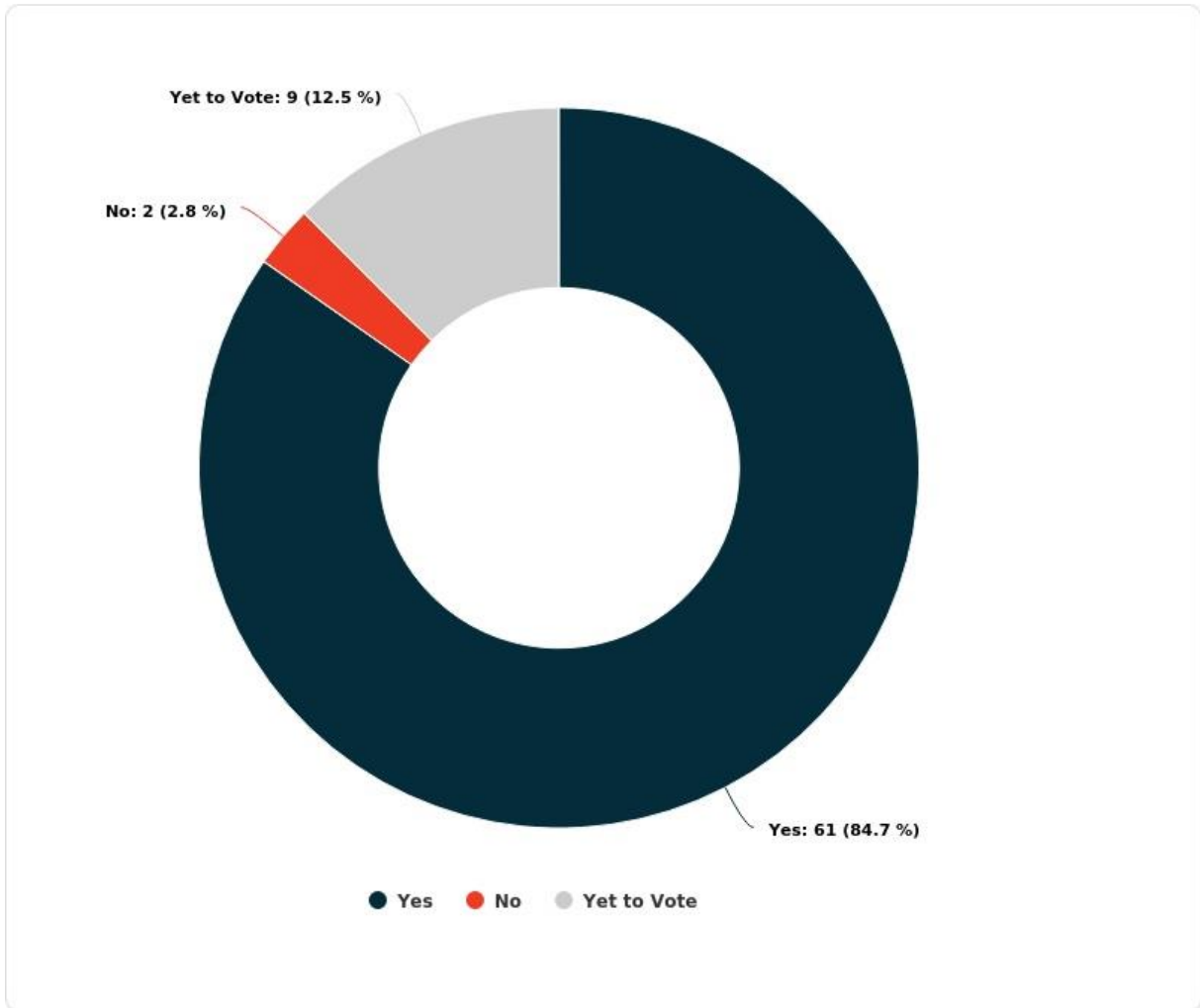
4. An unlimited number of periodic or indefinite bans on docking of aircraft, including the use or operation of Airplane Docking Systems.



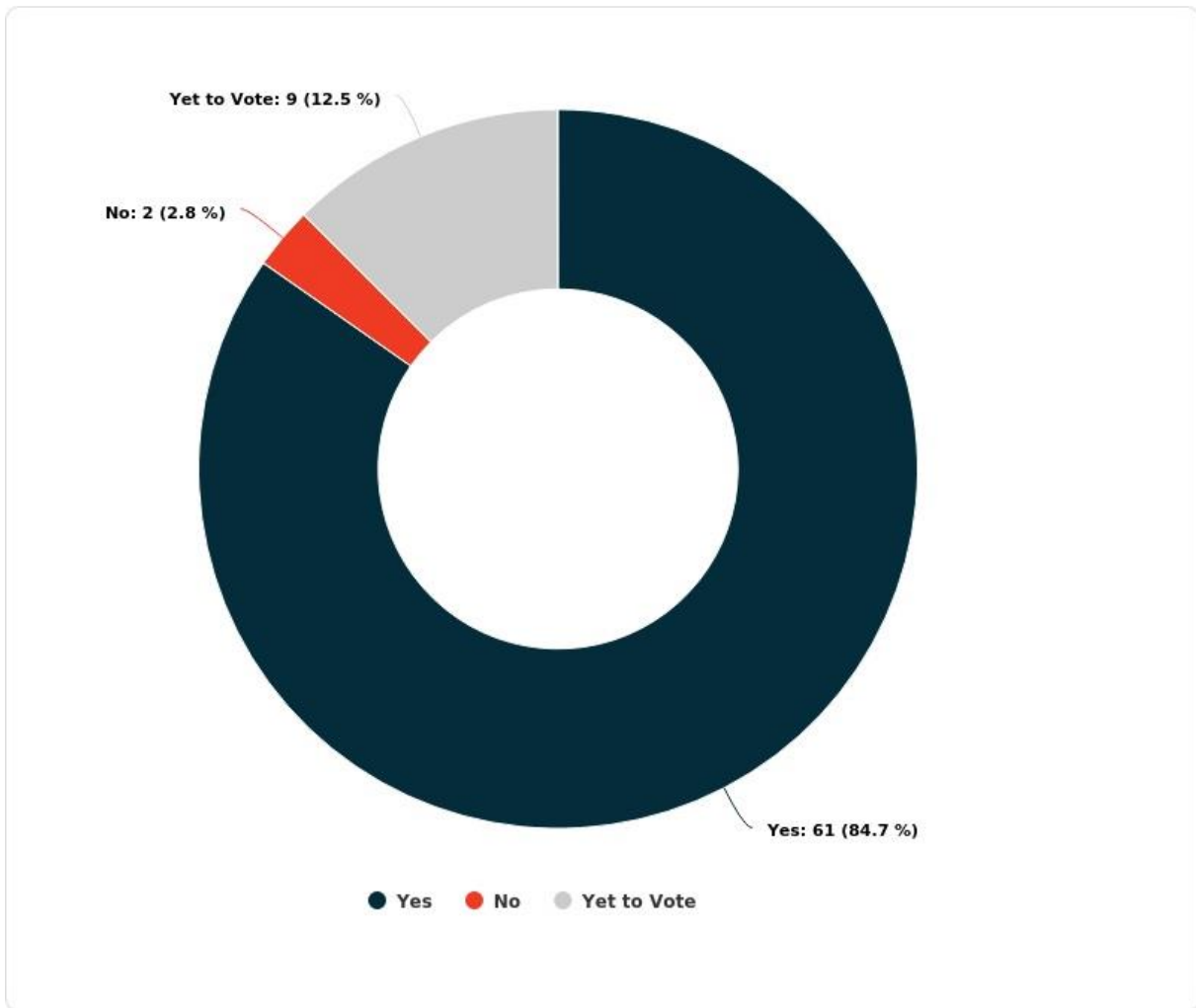
5. An unlimited number of periodic or indefinite bans on the use or operation of elevated work platforms.



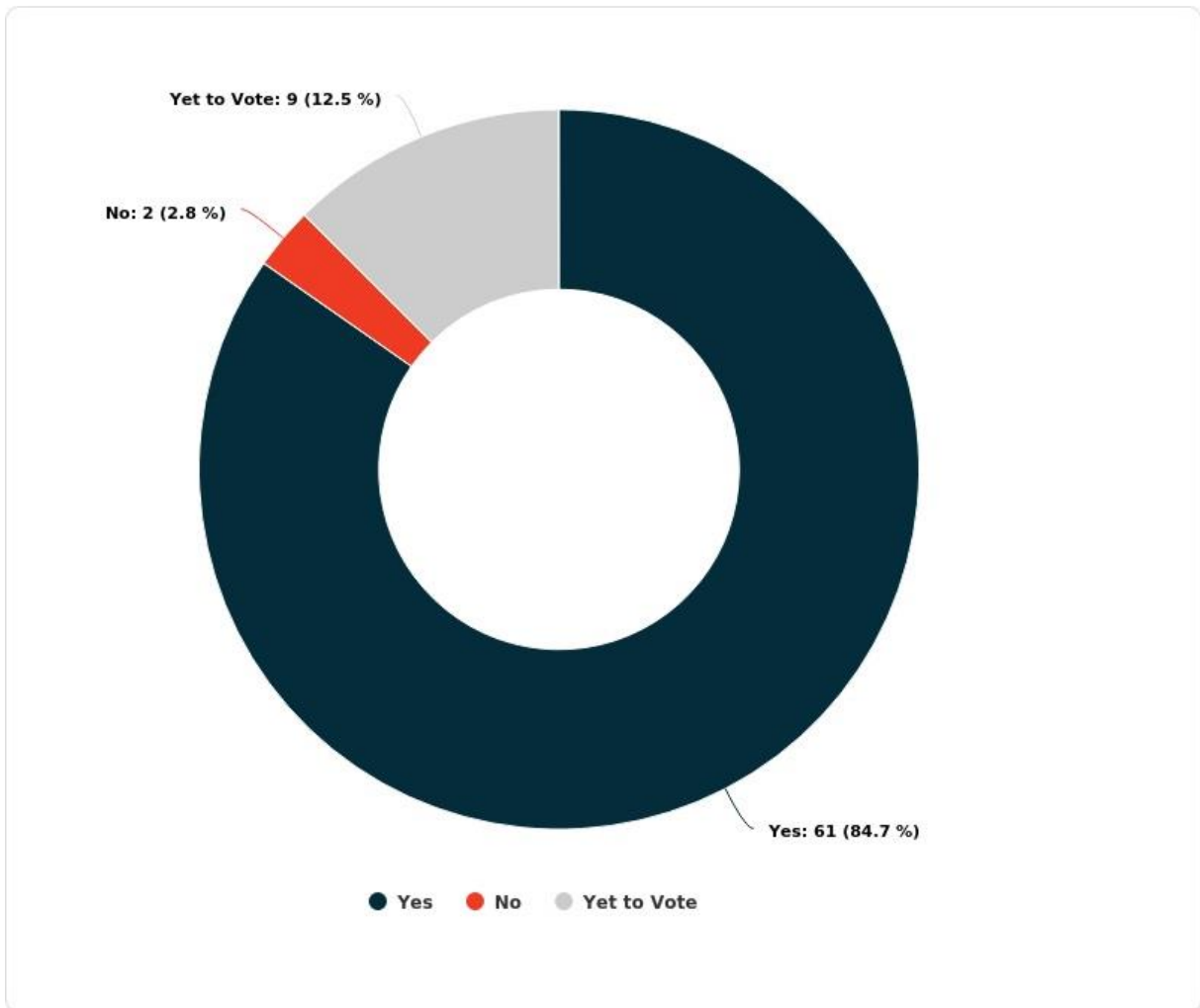
6. An unlimited number of periodic or indefinite bans on the use, erection, or removal of scaffolding.



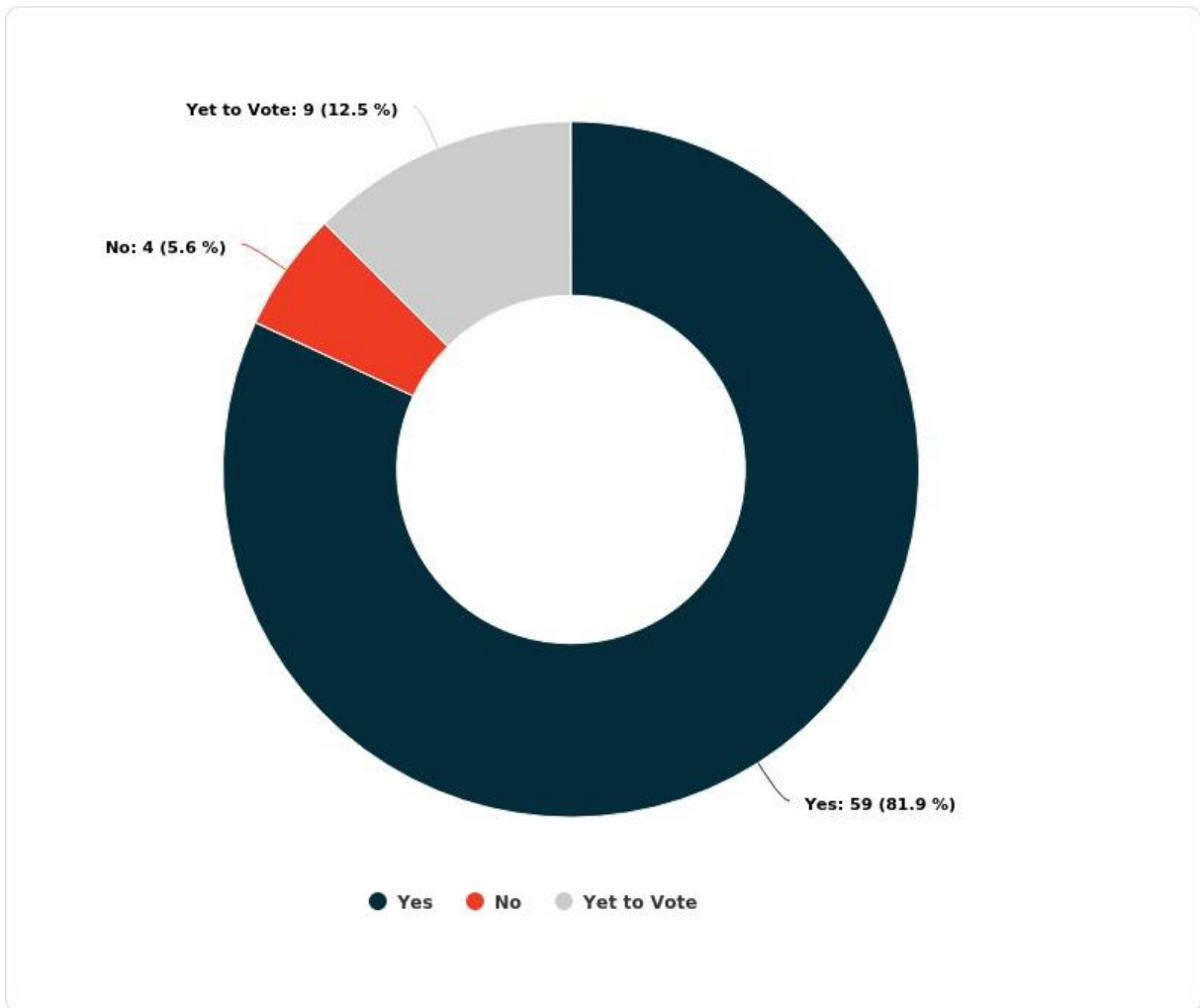
7. An unlimited number of periodic or indefinite bans on the use or operation of a mobile crane, work assisted by a mobile crane, and work in assistance of the operation of a mobile crane.



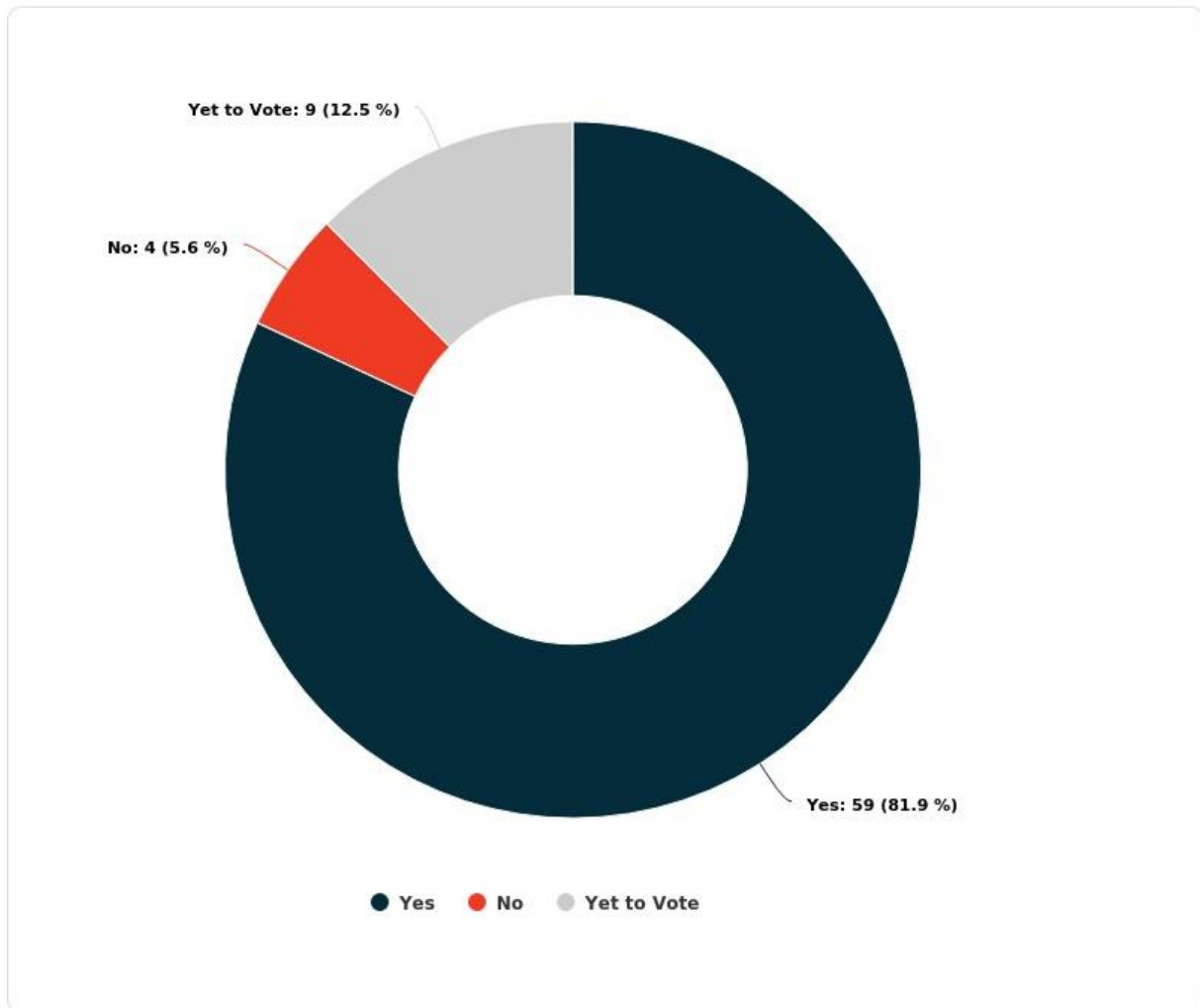
8. An unlimited number of periodic or indefinite bans on FAA release to service of components.



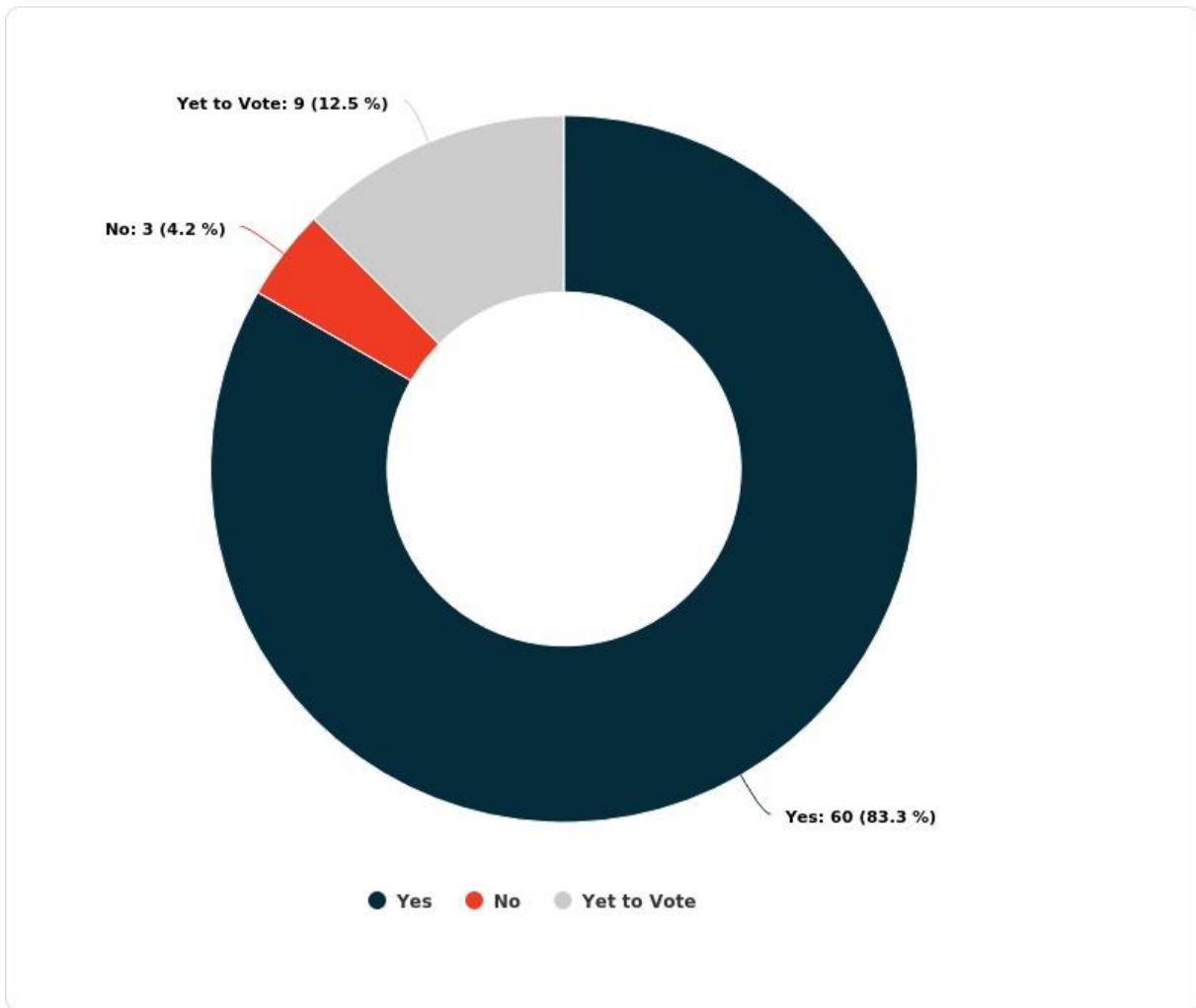
9. An unlimited number of periodic or indefinite bans on the use of cordless power tools.



10. An unlimited number of periodic or indefinite bans on the use of all power tools, including corded and cordless.

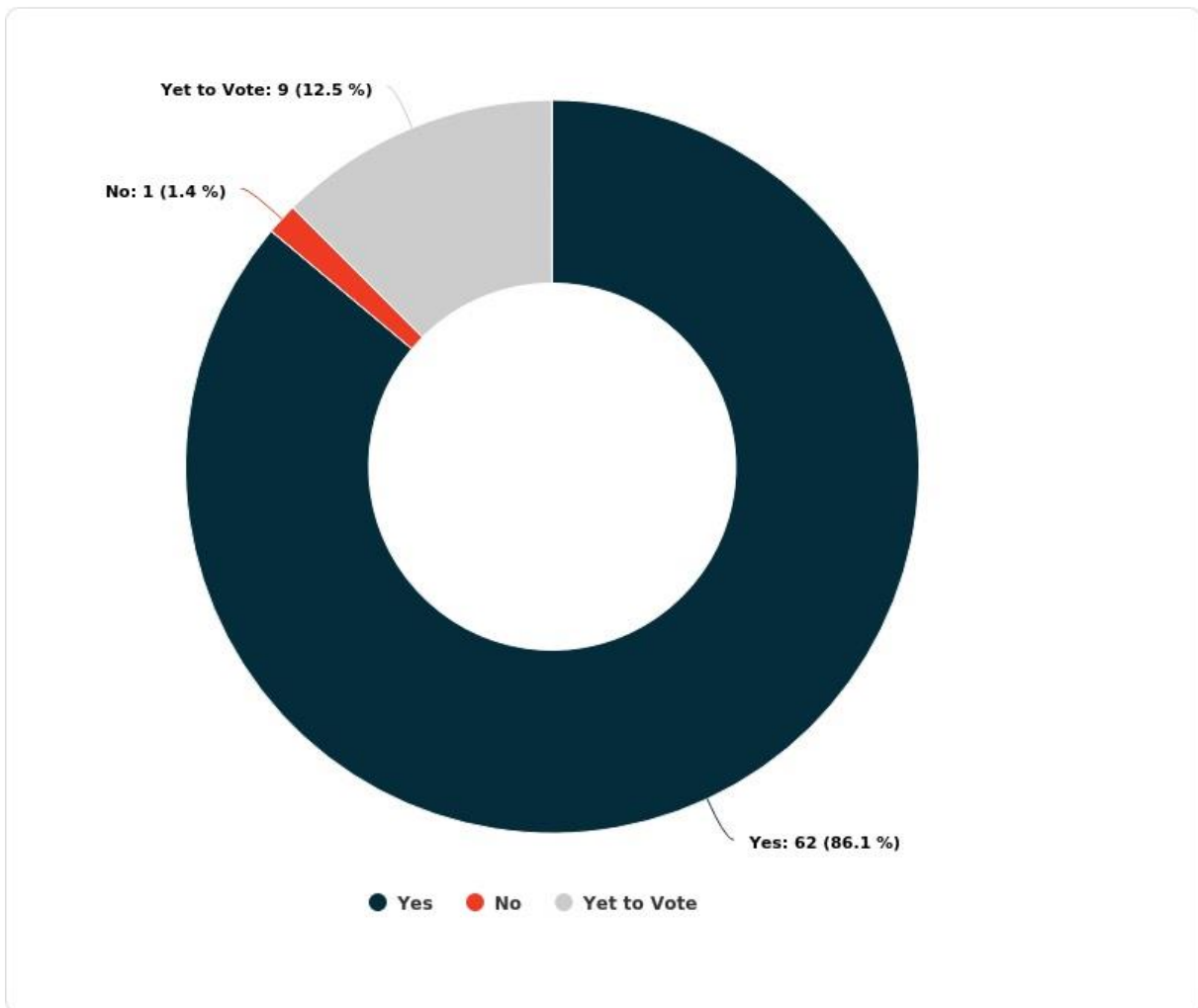


11. An unlimited number of periodic or indefinite bans on the booking of jobs, including duration reporting.

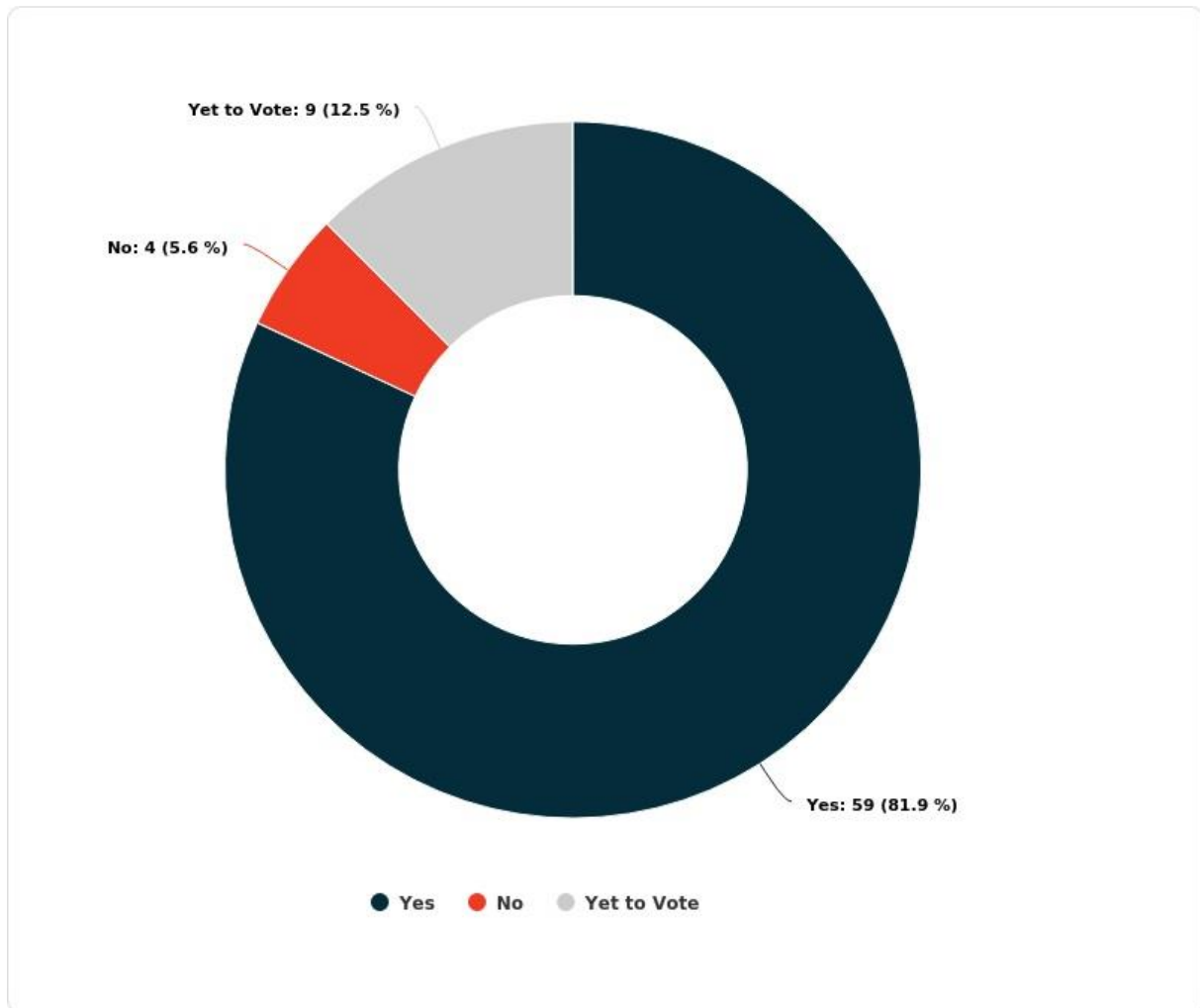




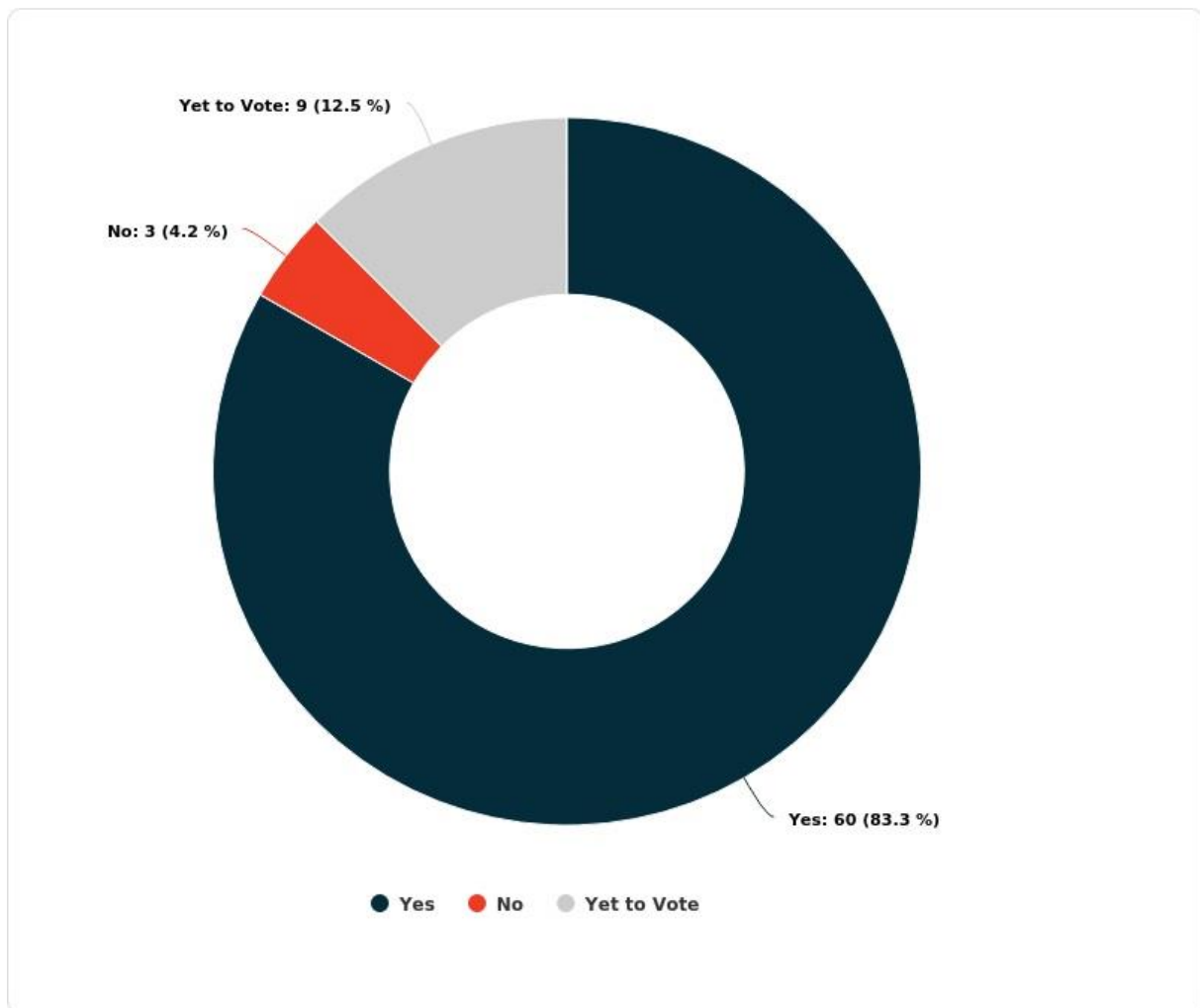
12. Working strictly in compliance with applicable policies, procedures, standards, and rules, including maintenance policy manuals, for a defined period or indefinitely, an unlimited number of times.



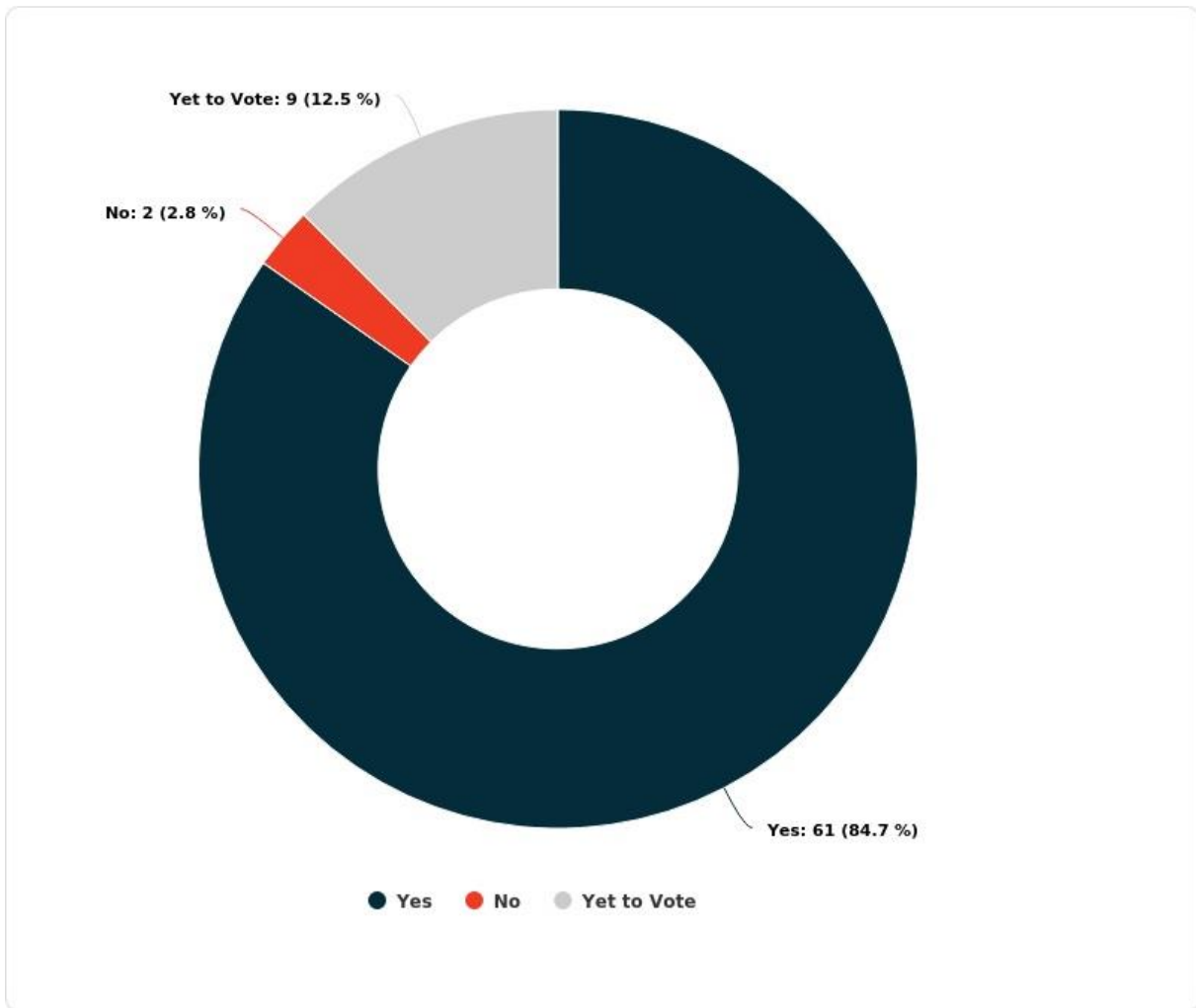
13. An unlimited number of periodic or indefinite bans on the performance of customer airline (third party) work.



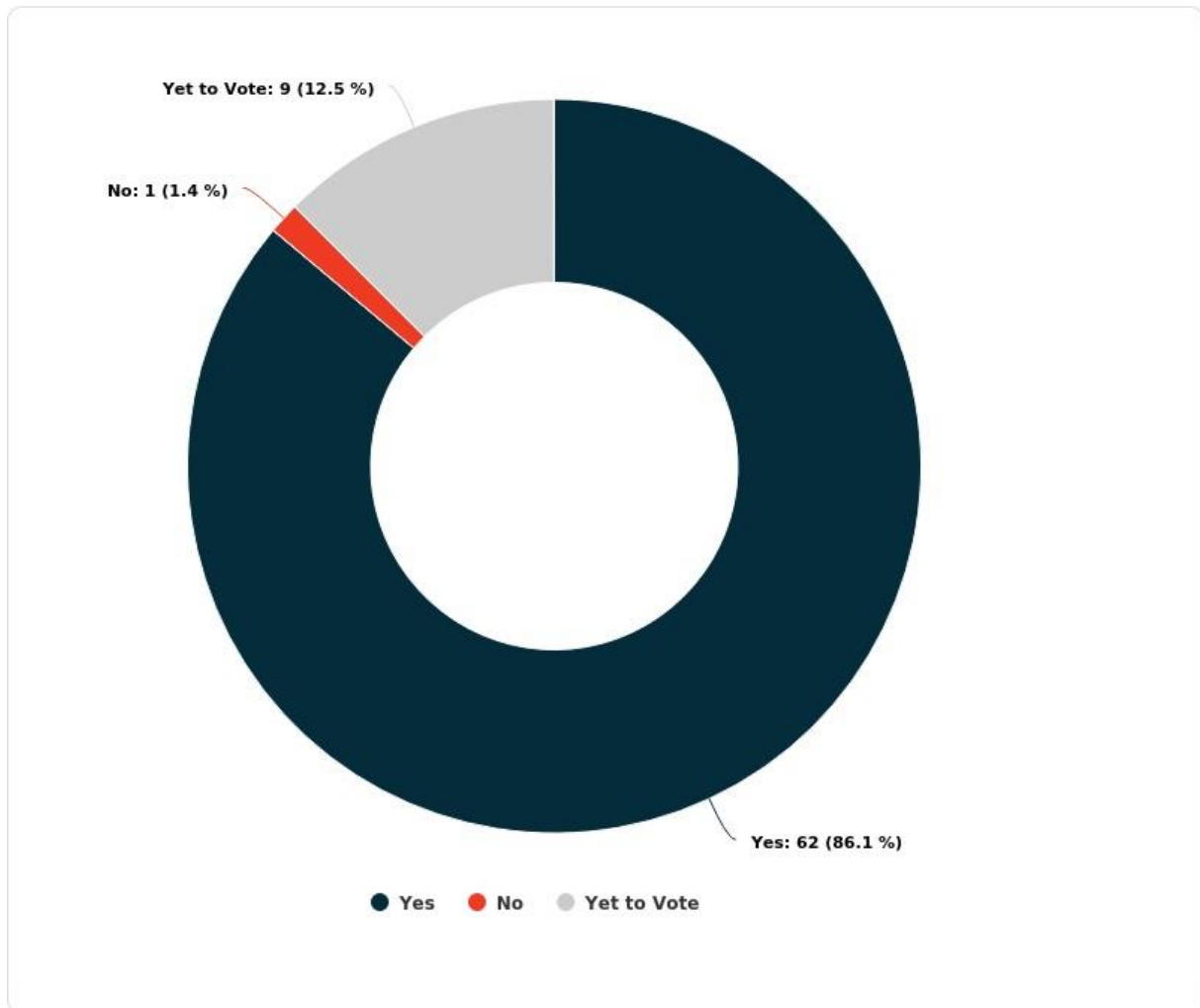
14. An unlimited number of periodic or indefinite bans on the use of E-log.



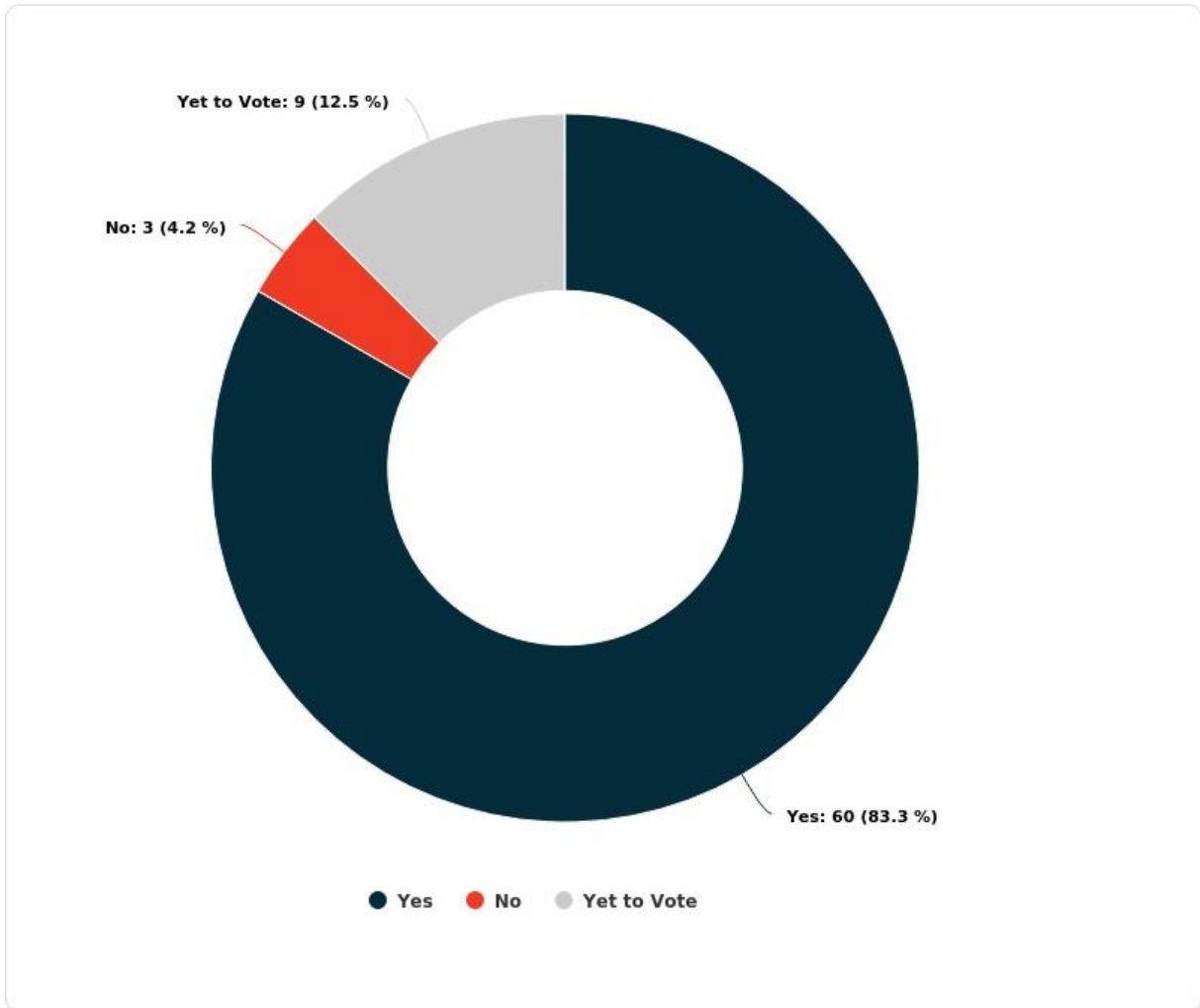
15. An unlimited number of periodic or indefinite bans on the performance of work within a secondary NLCS scope.



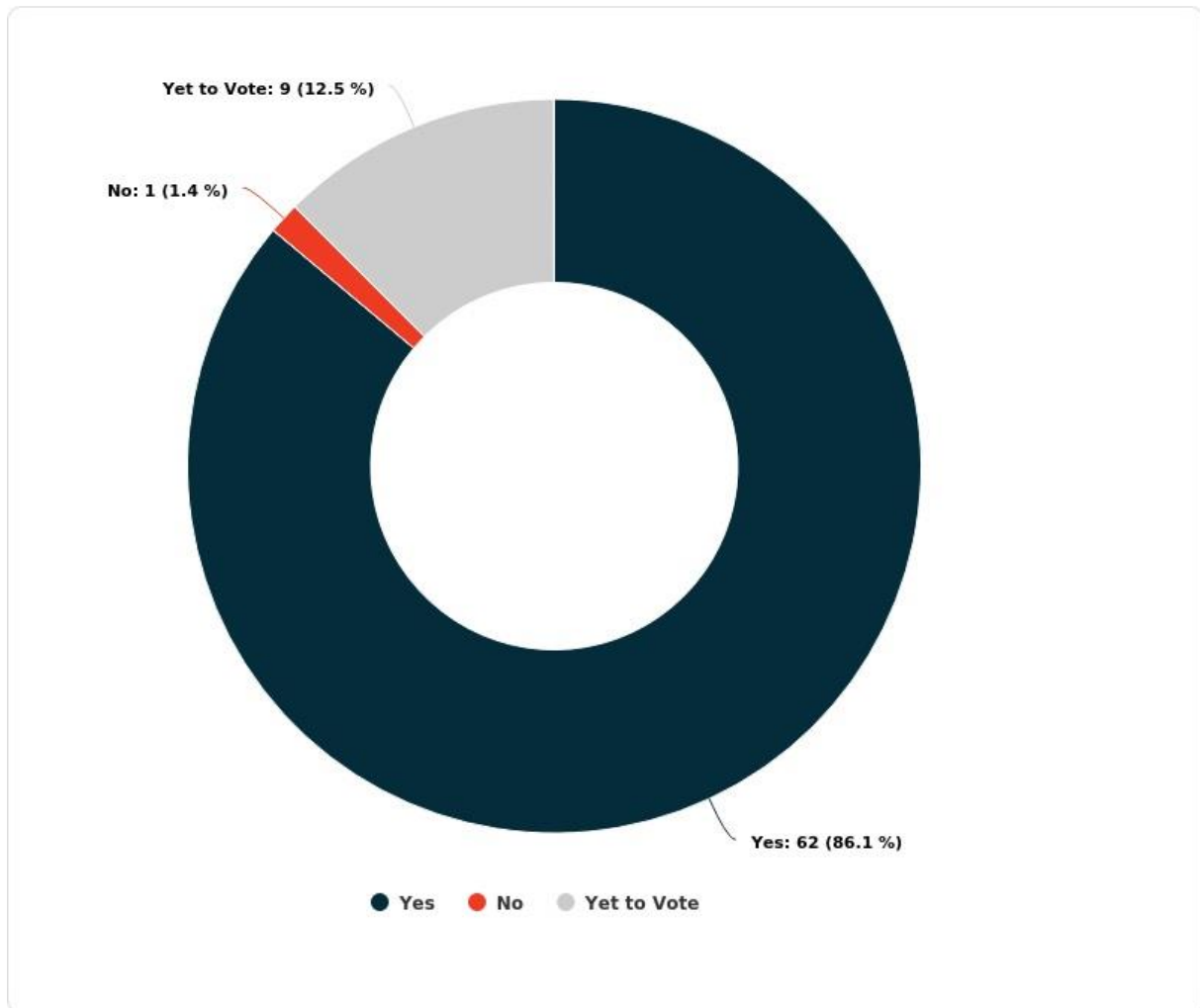
16. An unlimited number of periodic or indefinite bans on the dispatch and/or receipt of parts for repair.



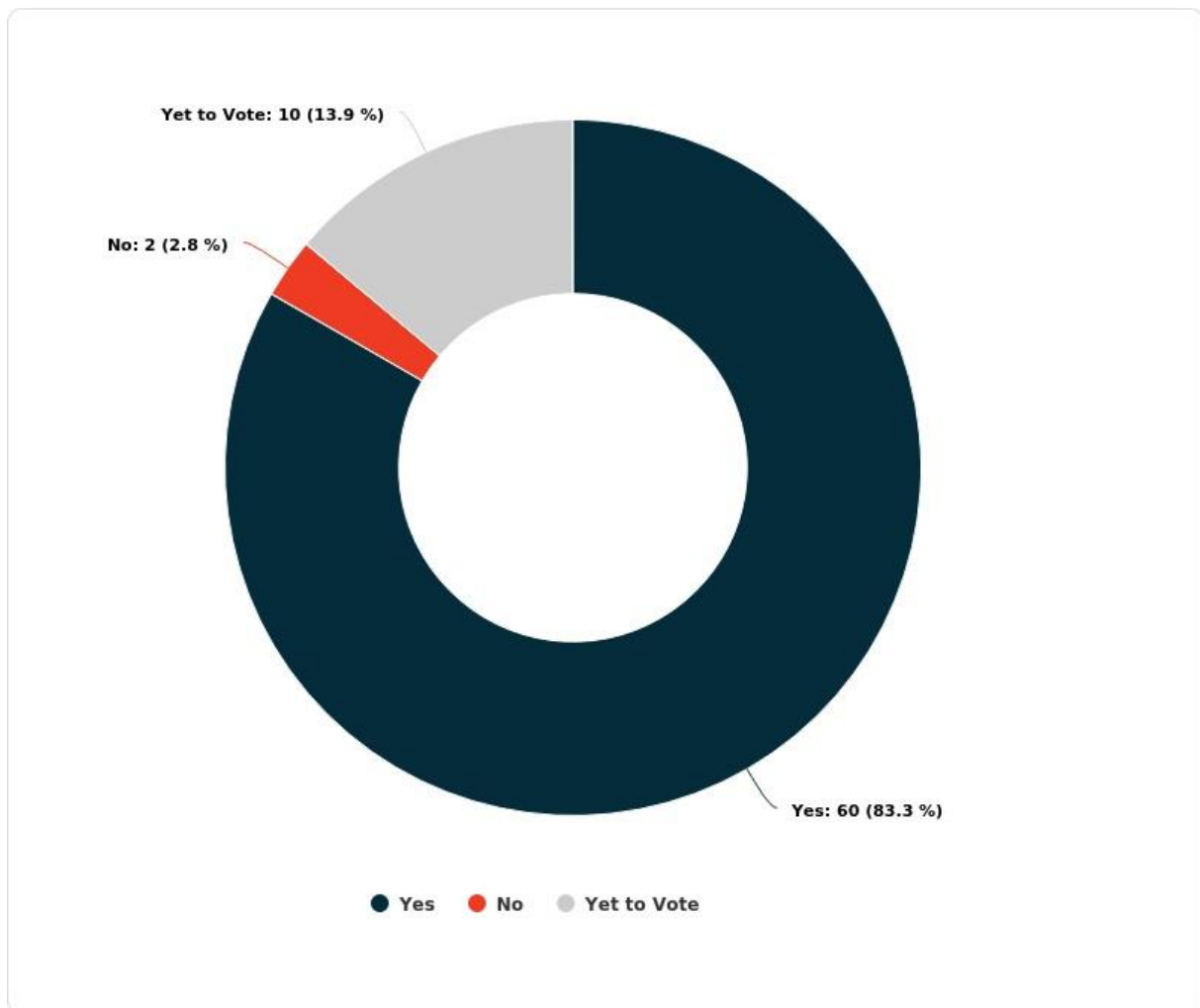
17. An unlimited number of periodic or indefinite bans on answering all phones, including mobile phones whilst on shift.



18. An unlimited number of periodic or indefinite bans on the performance of work that requires a High Risk Work license or qualification.

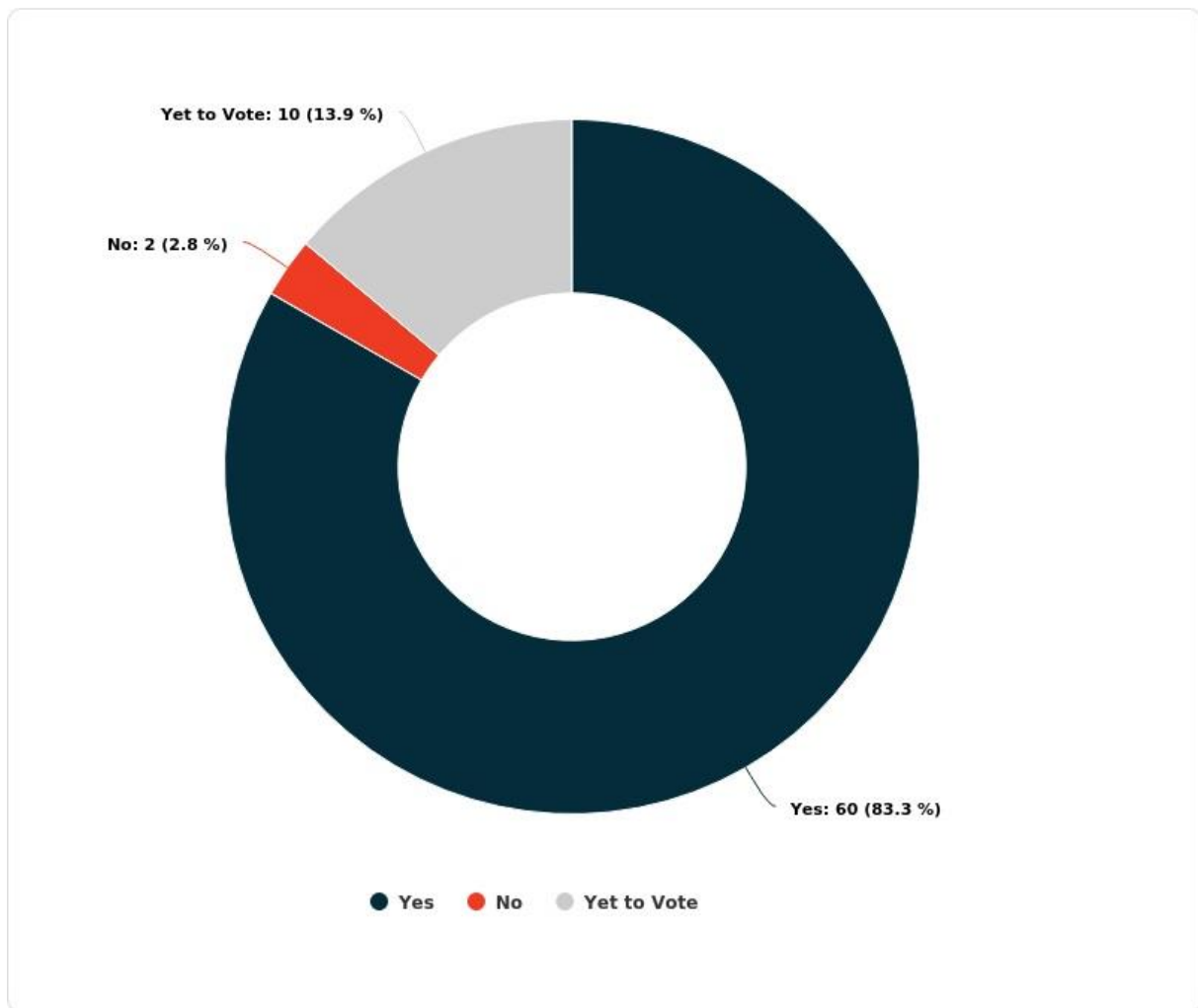


19.A) An unlimited number of periodic or indefinite bans on certifying - SMC work.

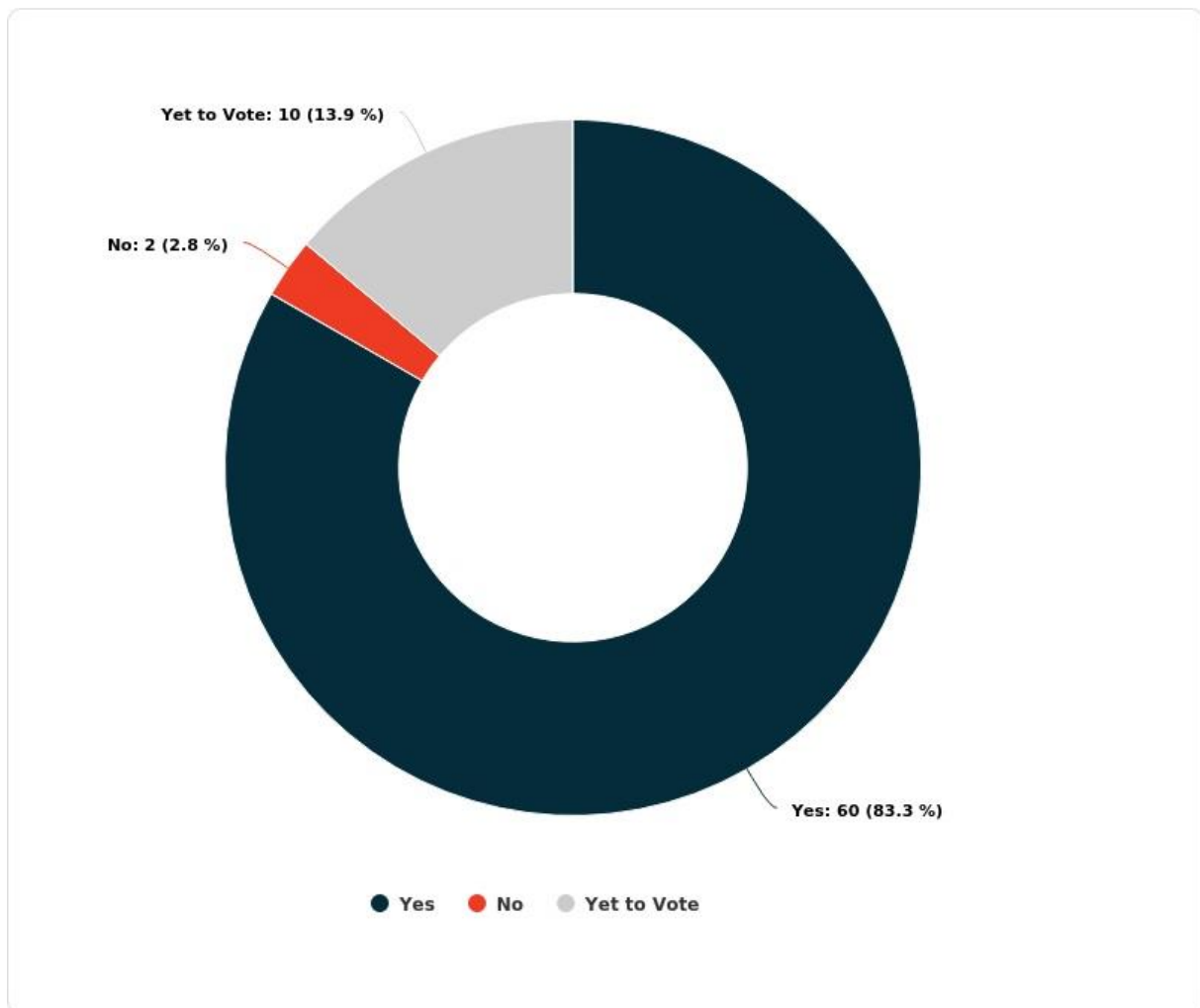




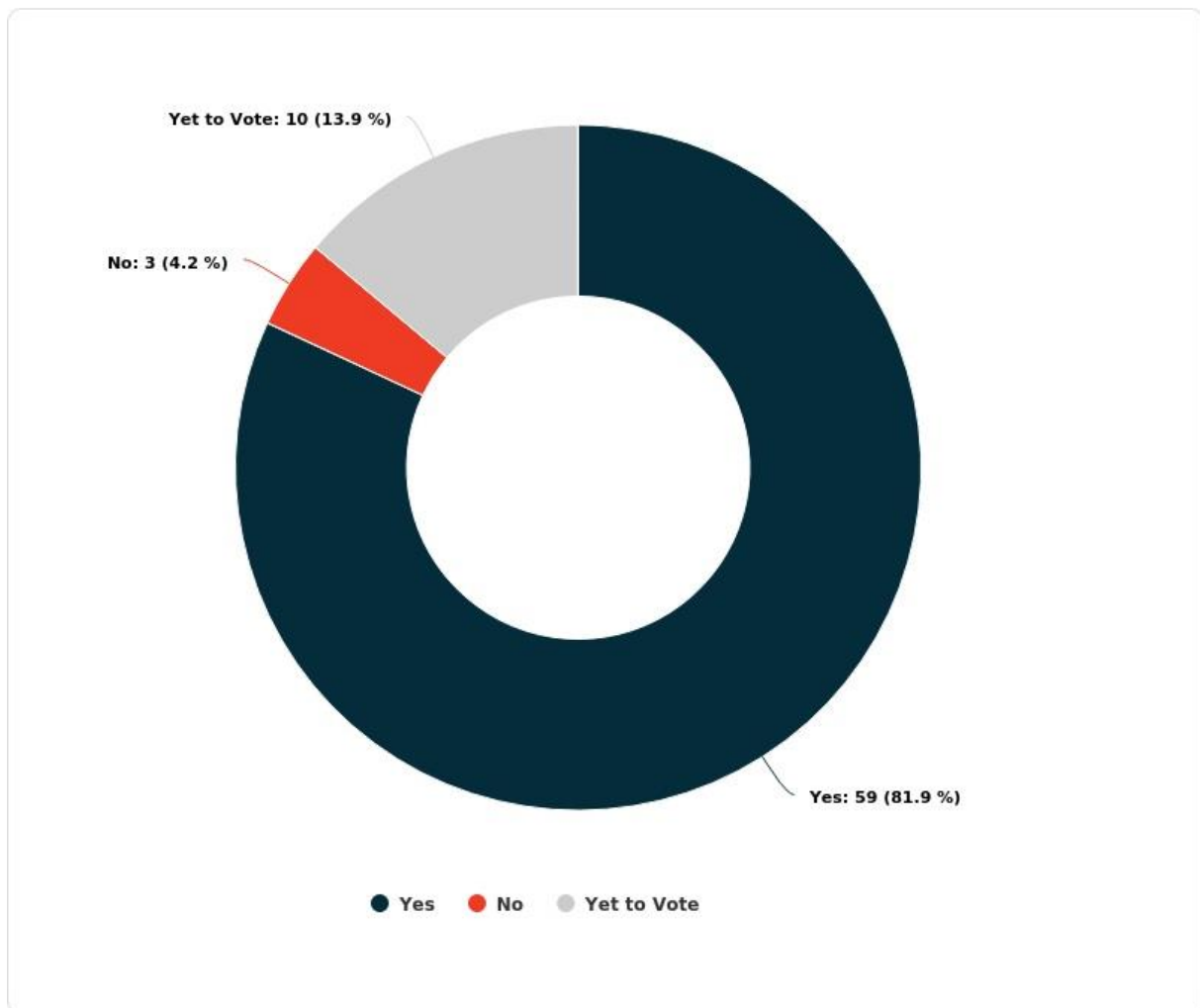
19.B) An unlimited number of periodic or indefinite bans on certifying - FAA work.



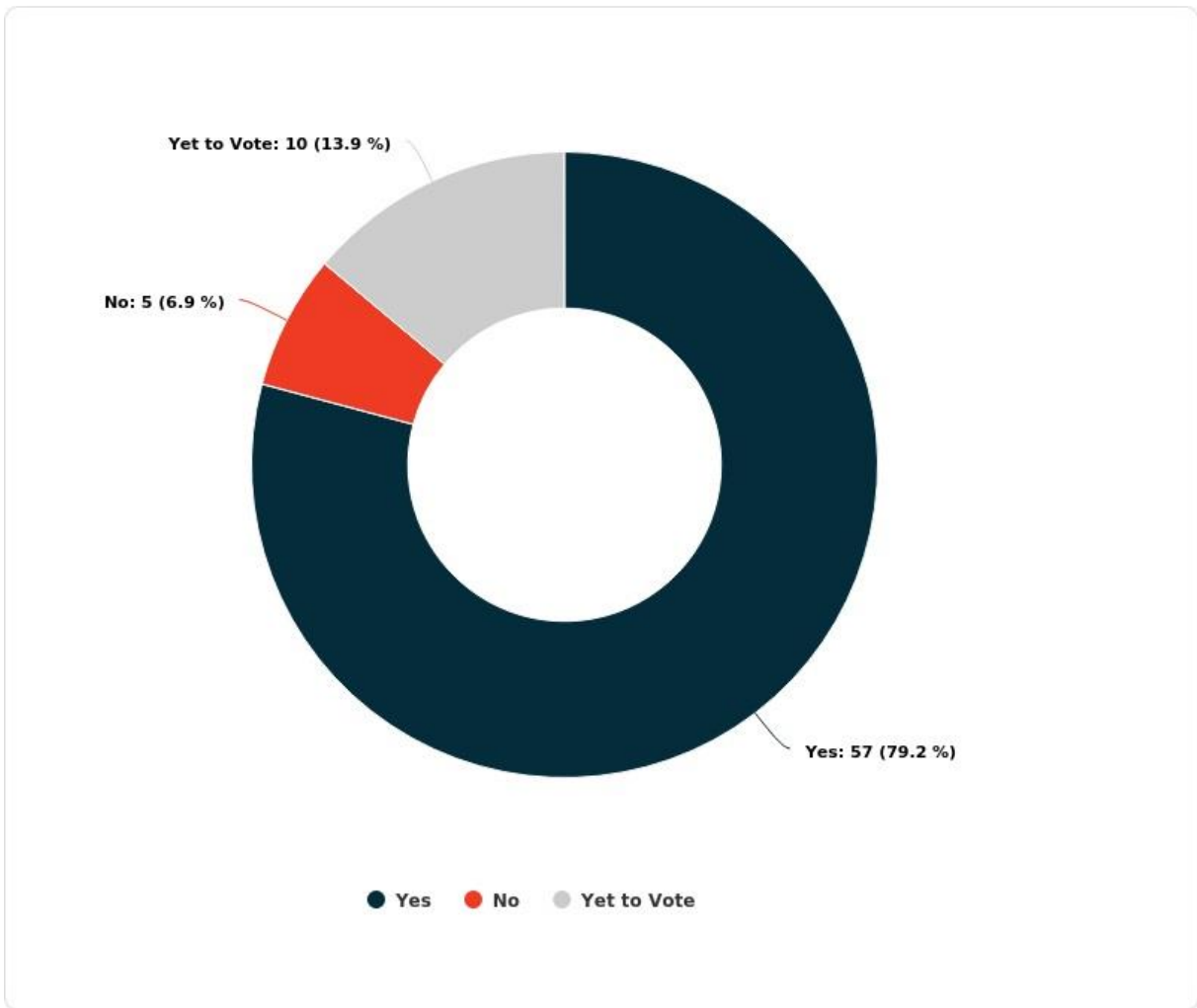
19.C) An unlimited number of periodic or indefinite bans on certifying - EASA work.



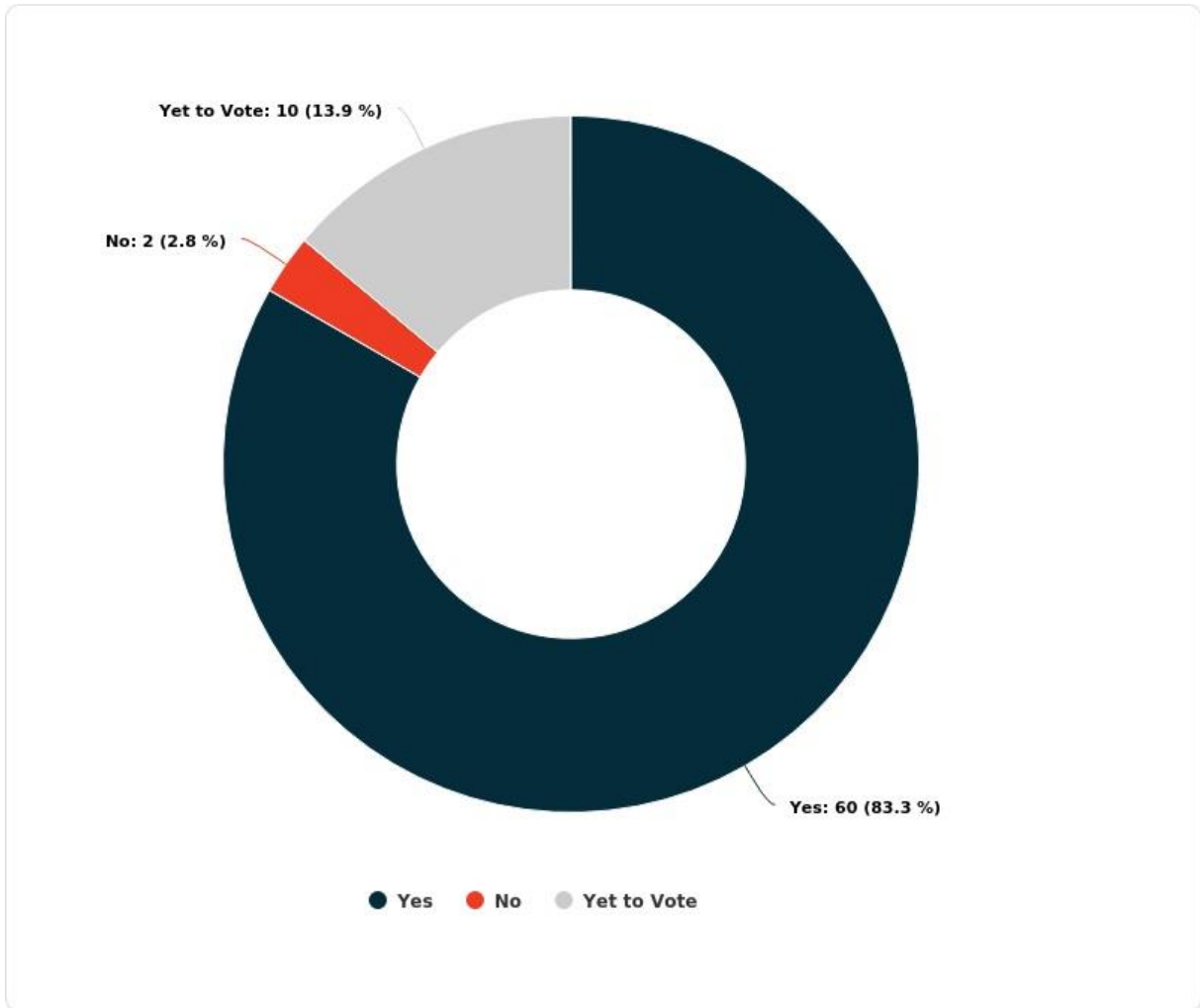
19.D) An unlimited number of periodic or indefinite bans on certifying - NATA work.



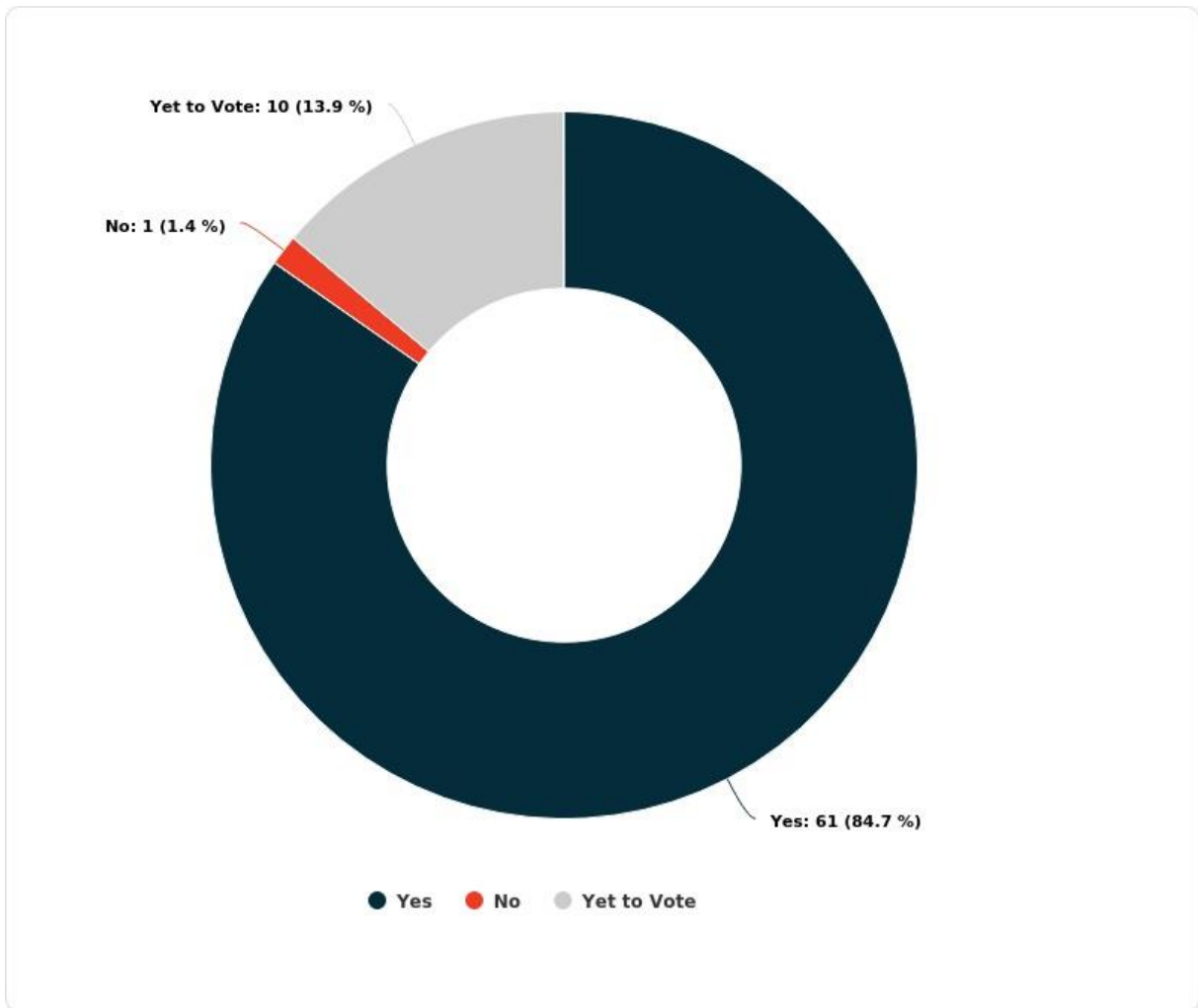
20. An unlimited number of periodic or indefinite bans on booking time in Maintenix.



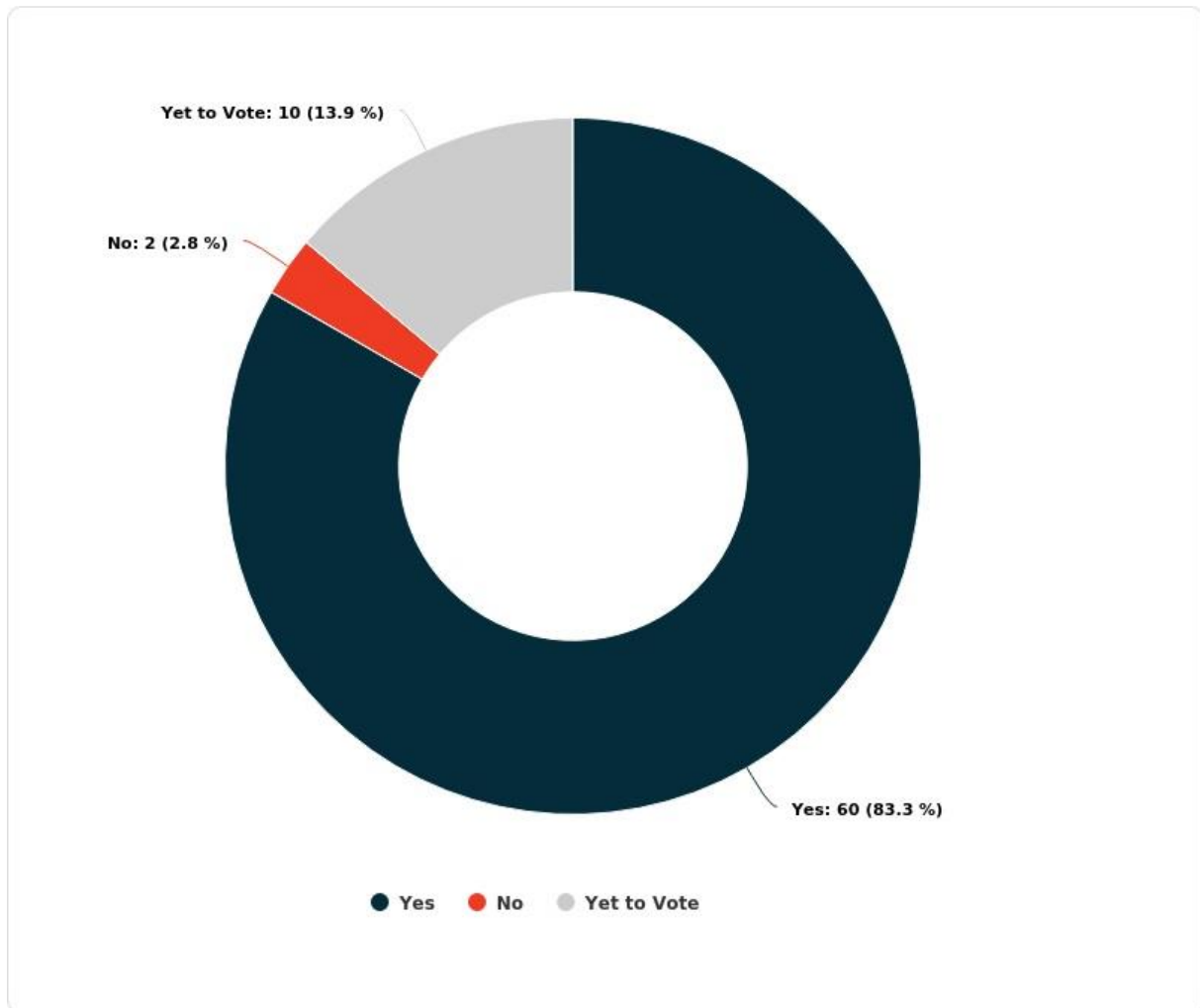
21. An unlimited number of periodic or indefinite bans on training, working with, supervising, or providing direction to contractors.



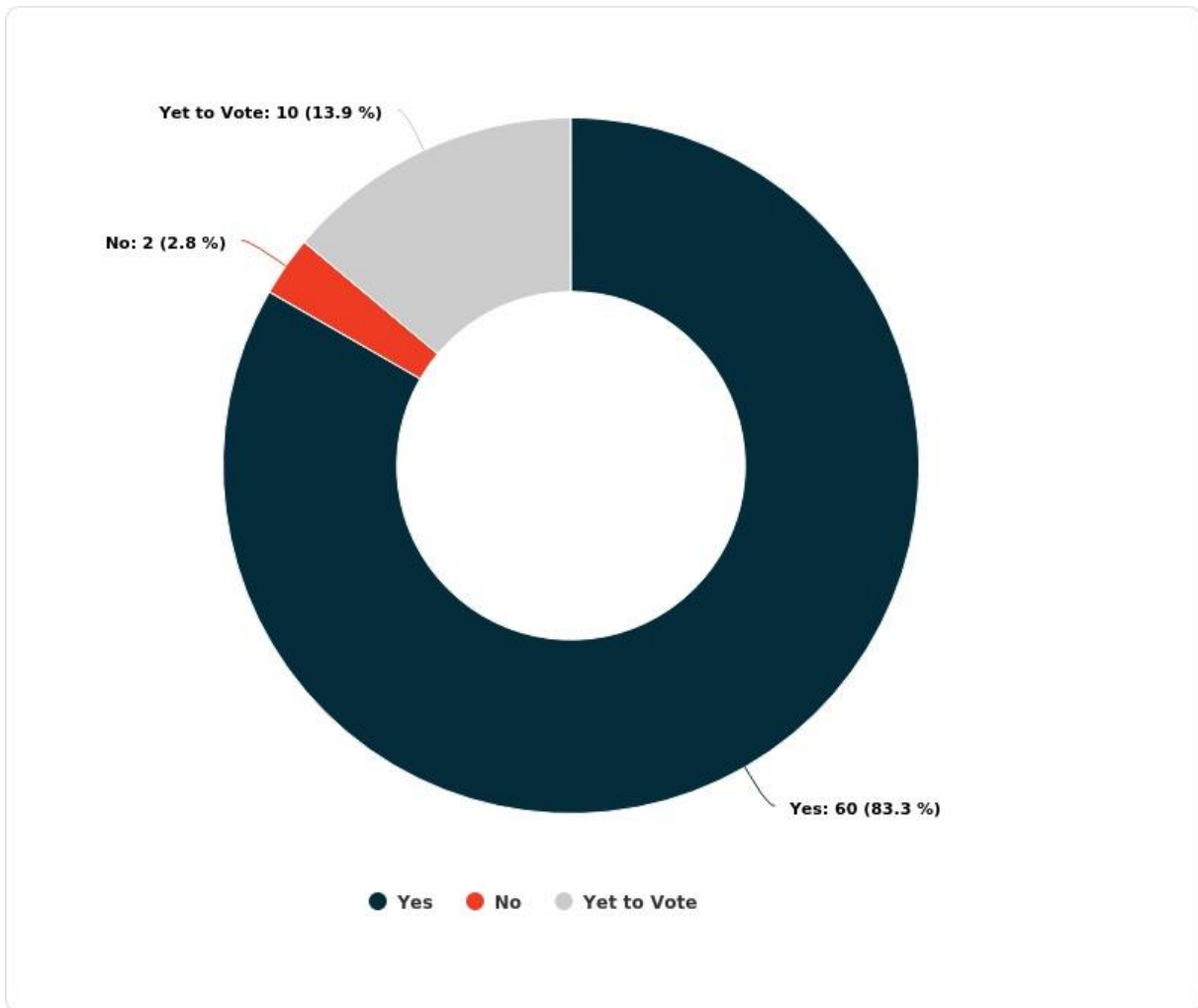
22. An unlimited number of periodic or indefinite bans on work requiring the use or fitting of a fall arrest harness.



23. An unlimited number of periodic or indefinite bans on the performance of work requiring an Airside Drivers Authority (ADA).

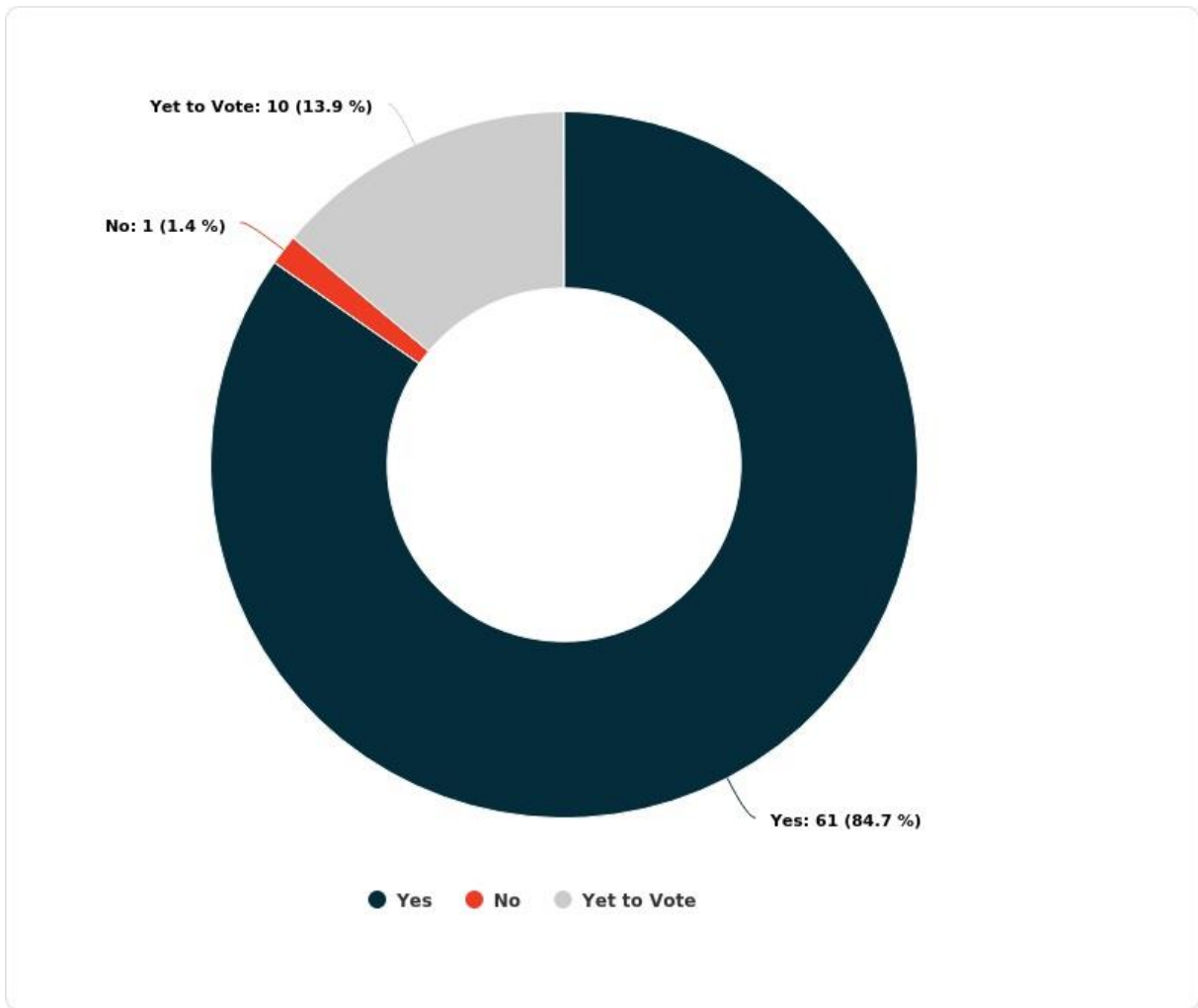


24. An unlimited number of periodic or indefinite bans on the issue of aircraft parts from stores.

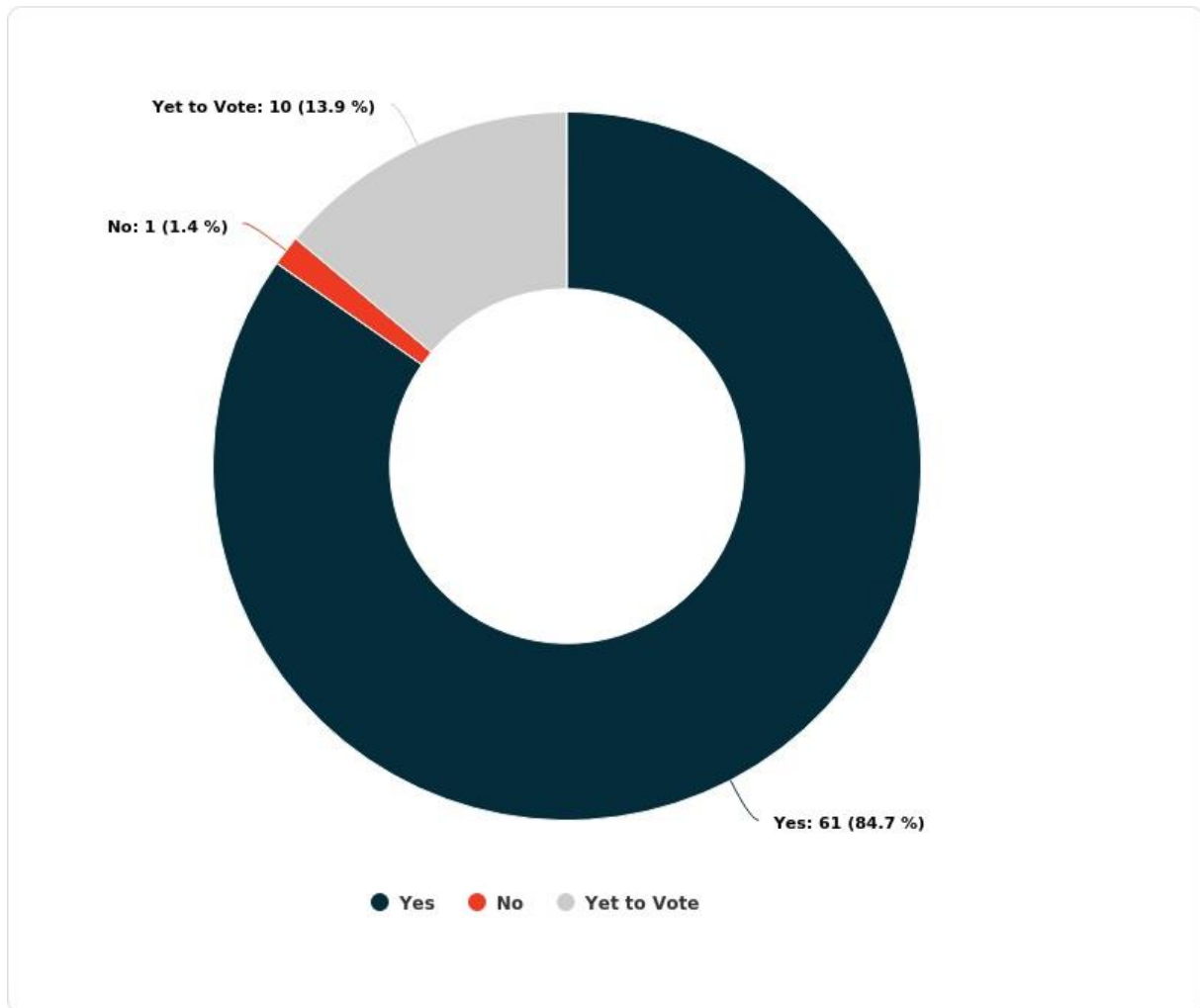




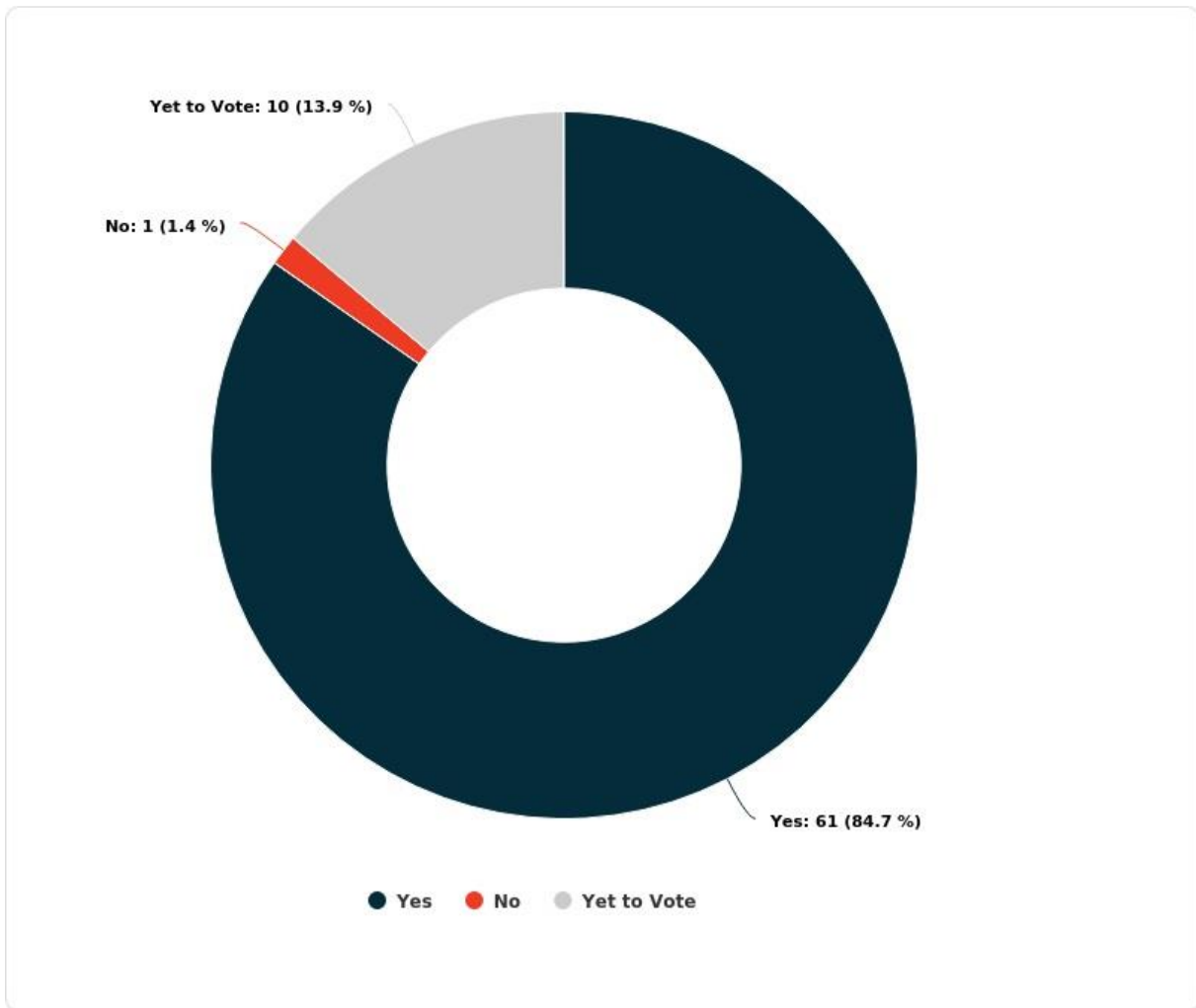
25. An unlimited number of periodic or indefinite bans on the issue of tooling to self.



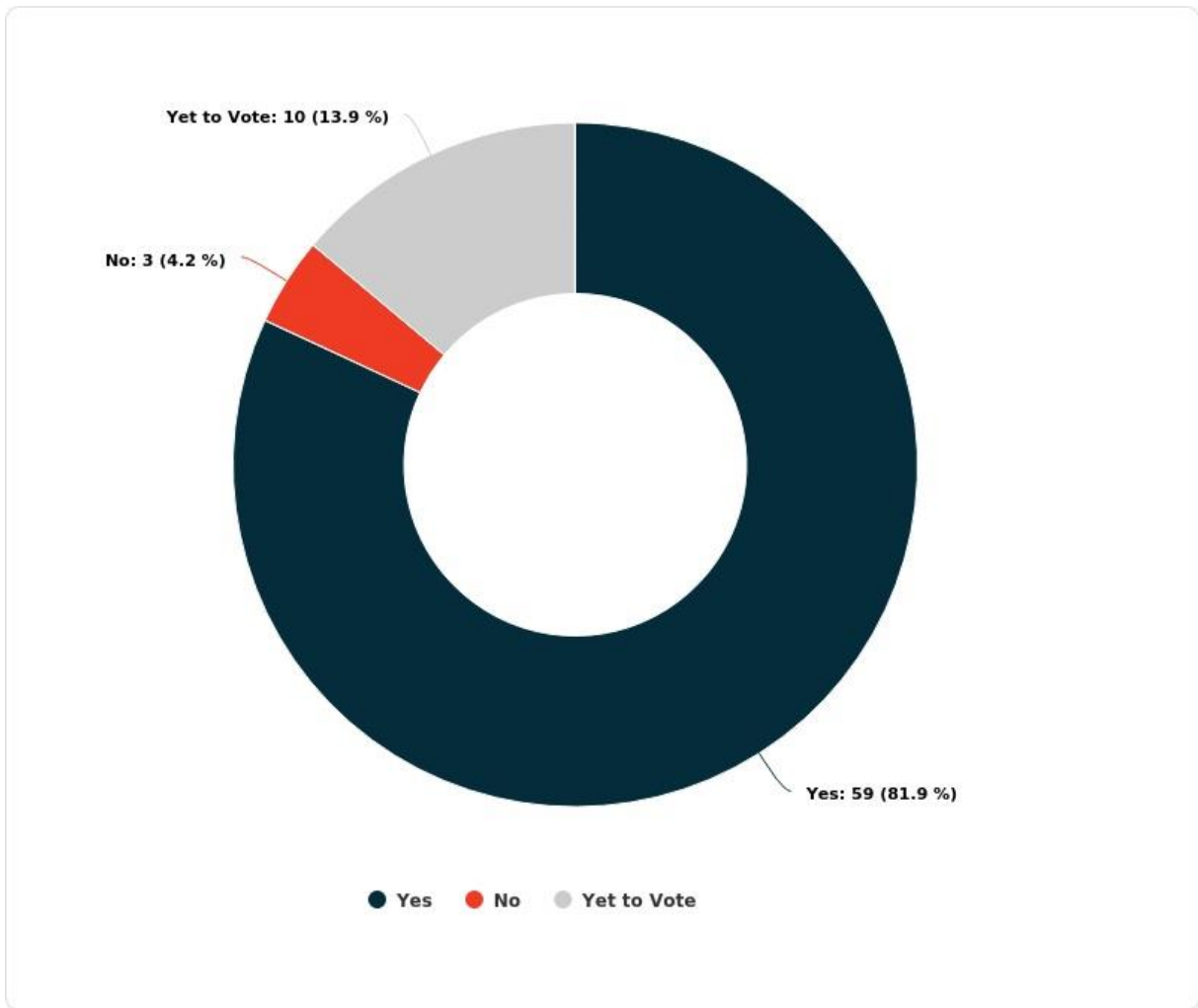
26. Booking tooling out only via the relevant Mxi task number, for a defined period or indefinitely, an unlimited number of times.



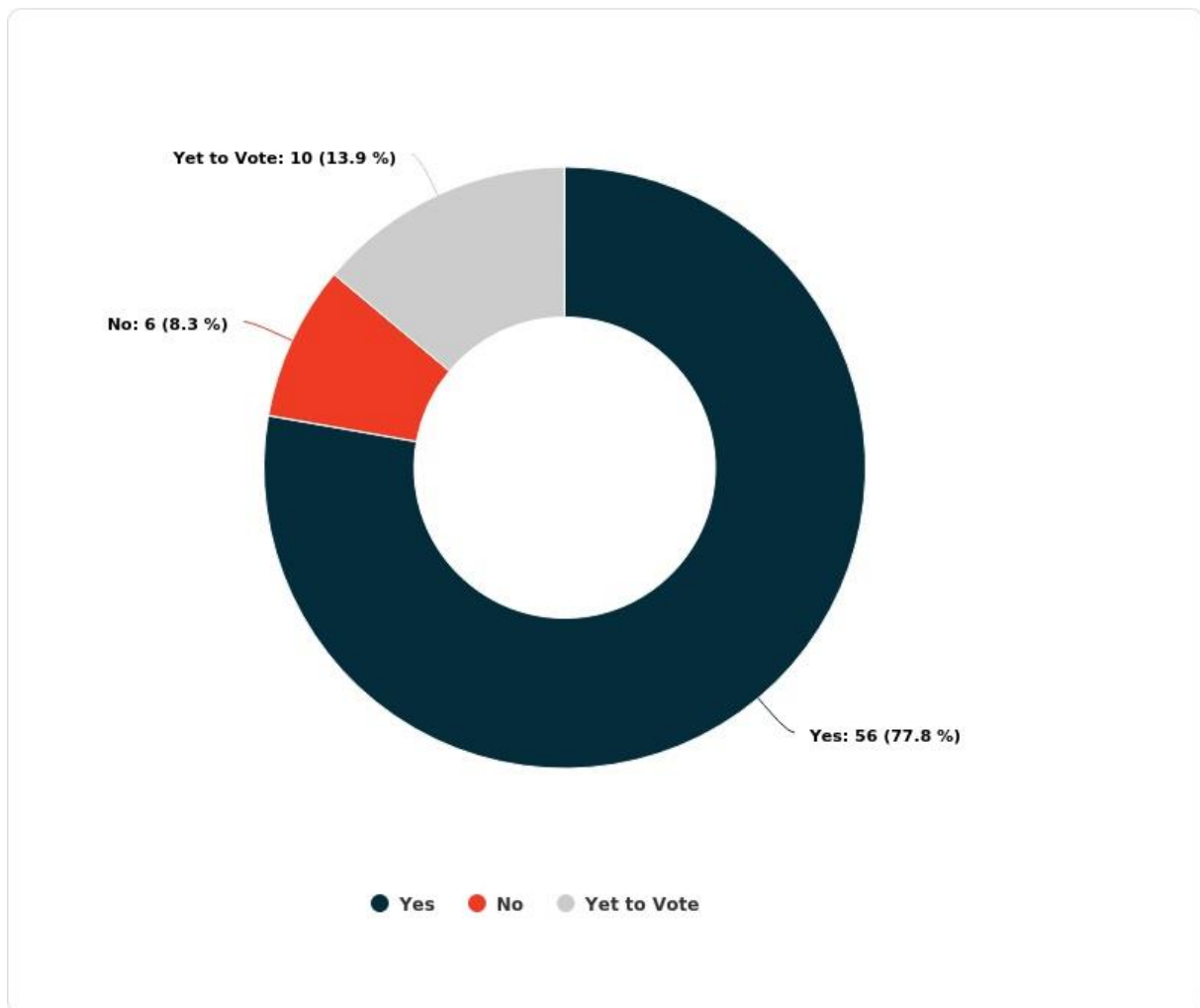
27. An unlimited number of periodic or indefinite bans on the use of tooling not booked out via the Mxi task number.



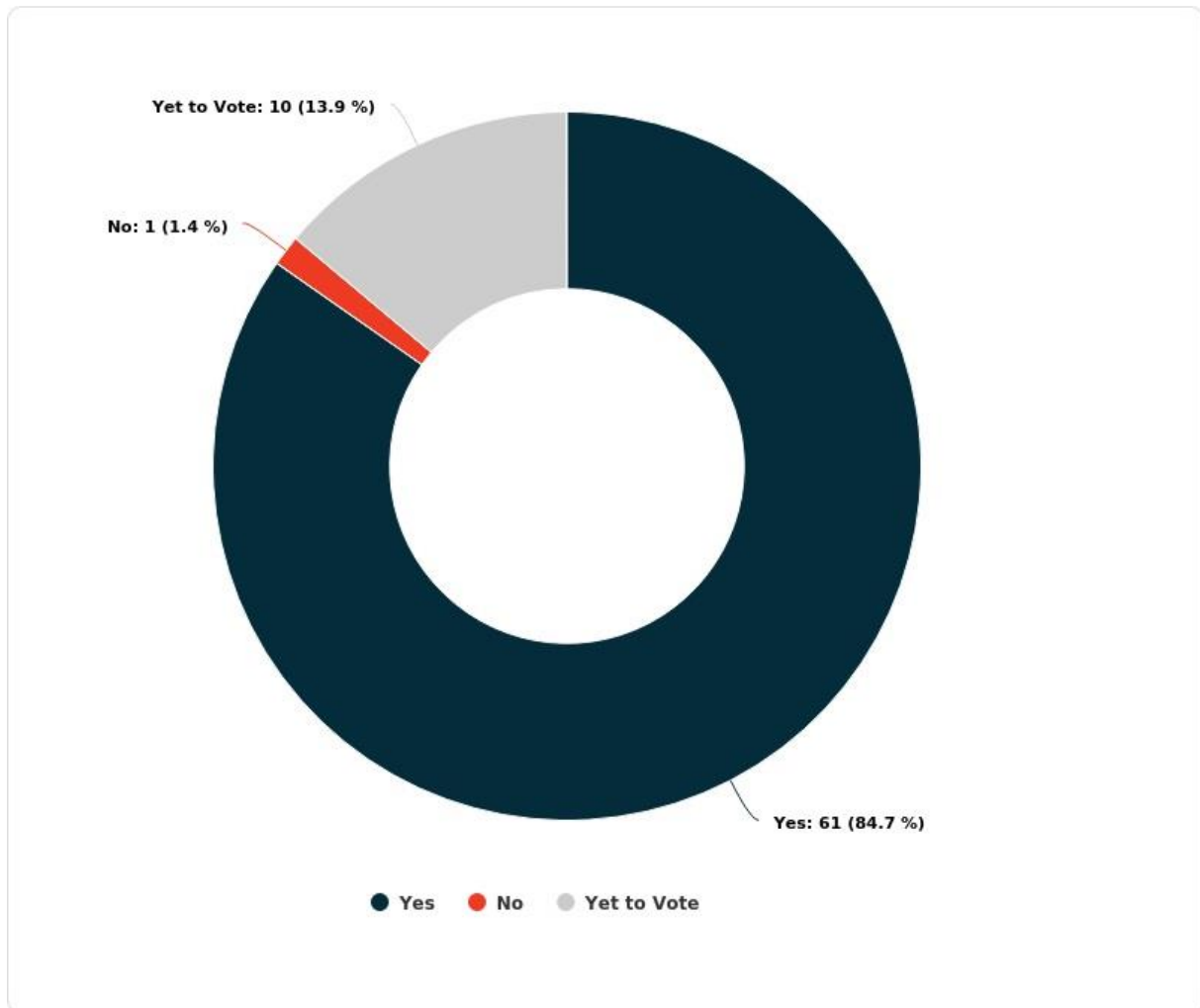
28. Leaving iPads at work when not on shift.



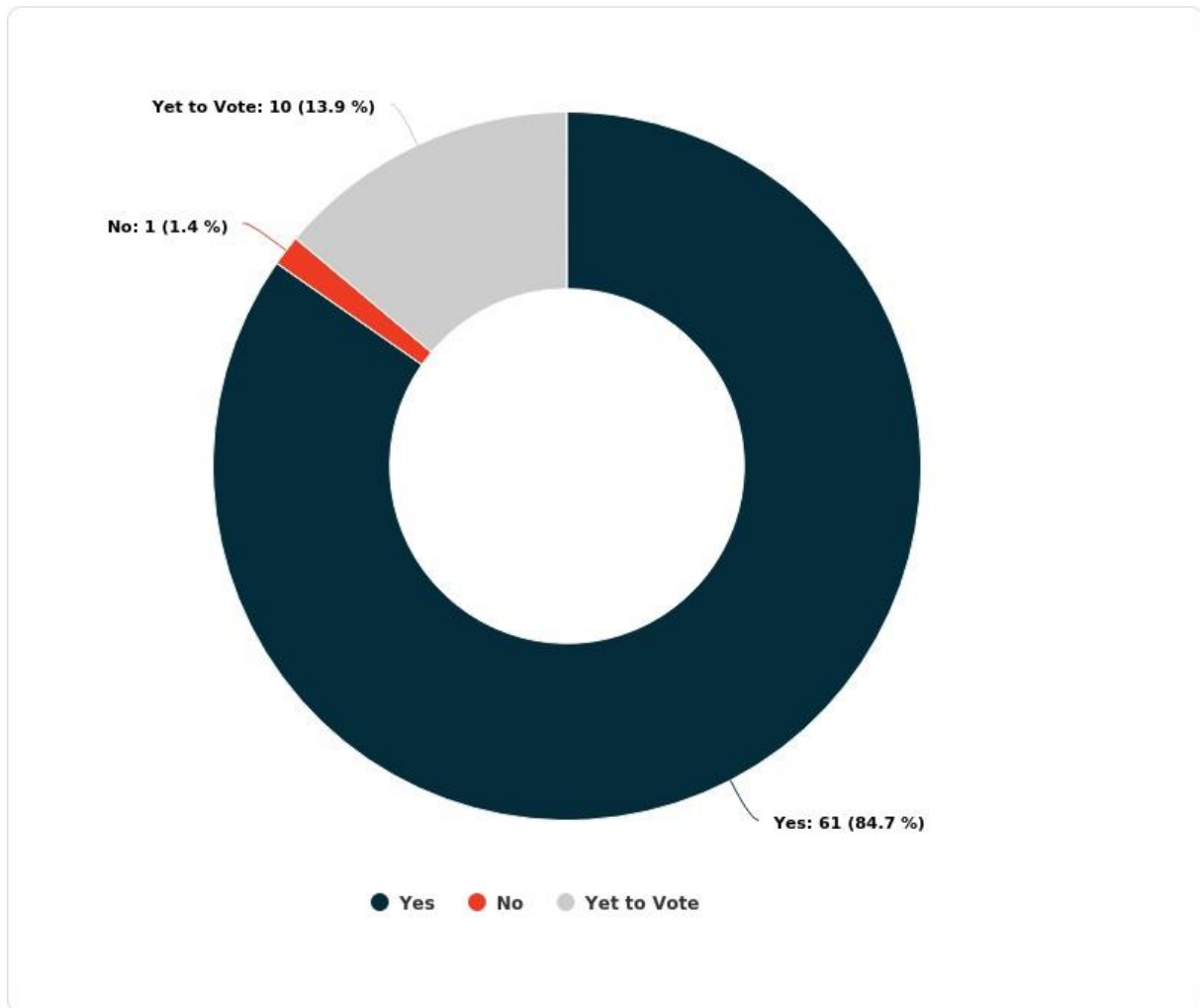
29. An unlimited number of periodic or indefinite bans on charging iPads.



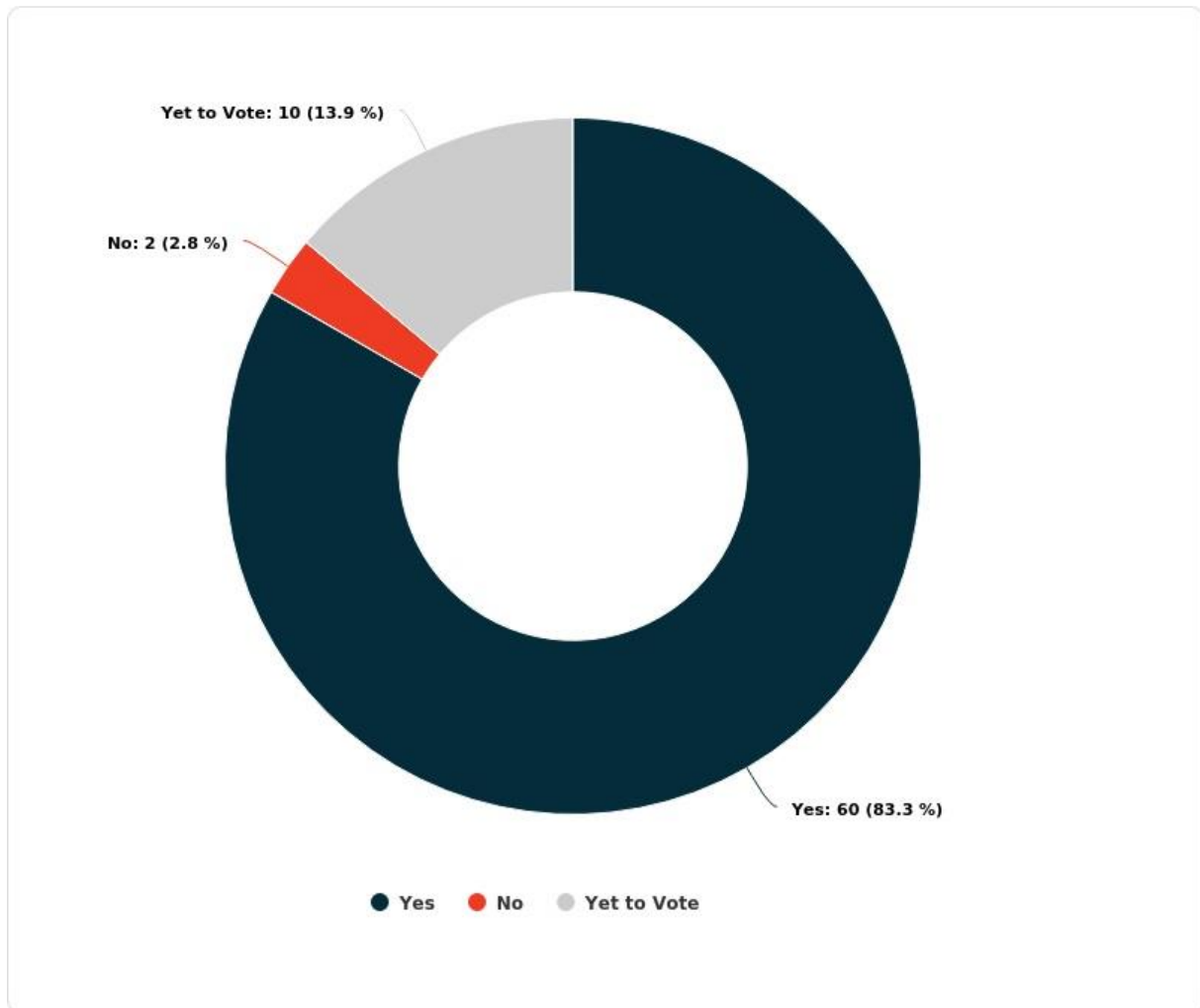
30. An unlimited number of periodic or indefinite bans on plugging in ground power for aircraft transit.



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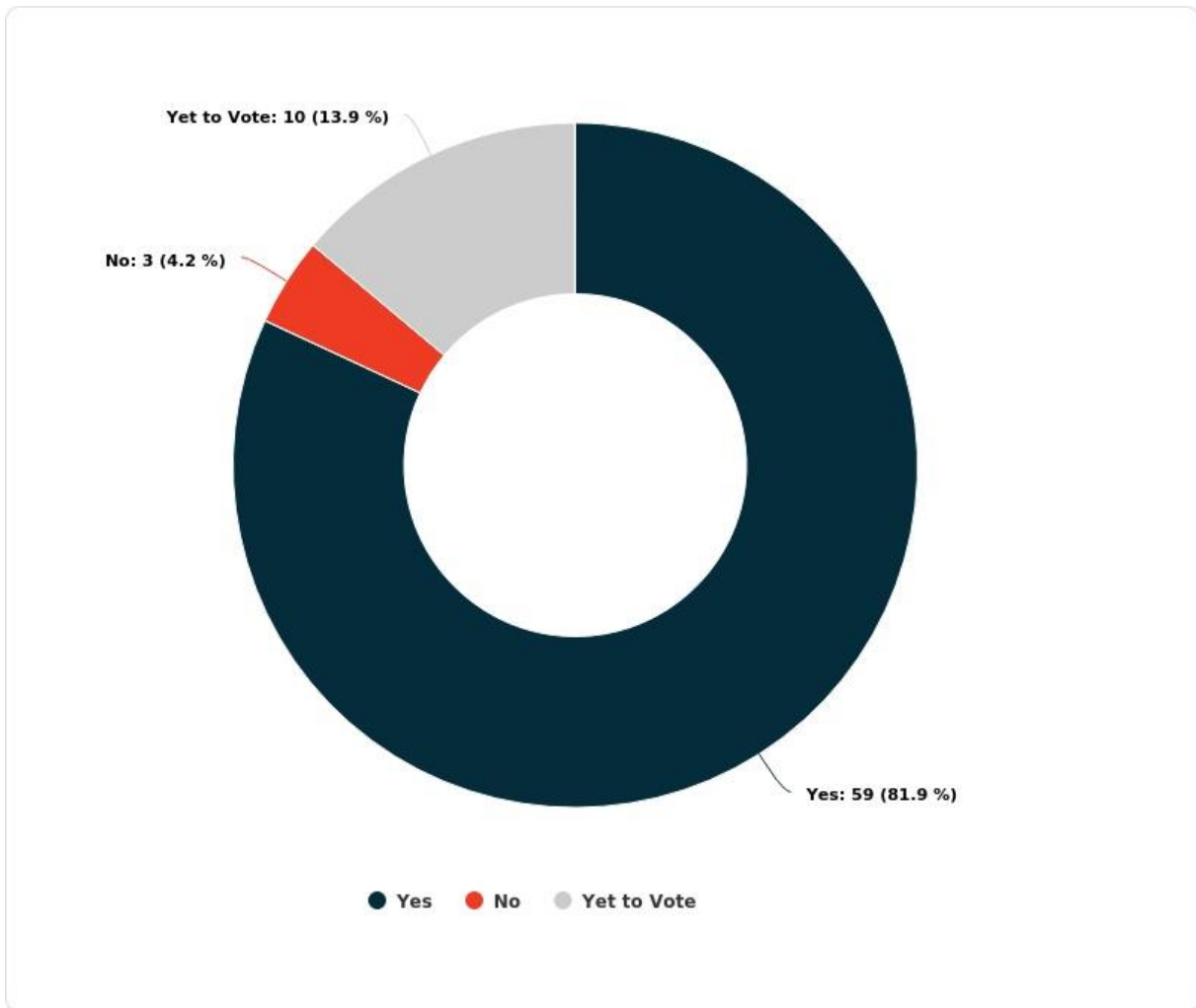


32. Tagging tooling and equipment out of service in circumstances where defects are found in the relevant tooling or equipment, for a defined period or indefinitely, an unlimited number of times.

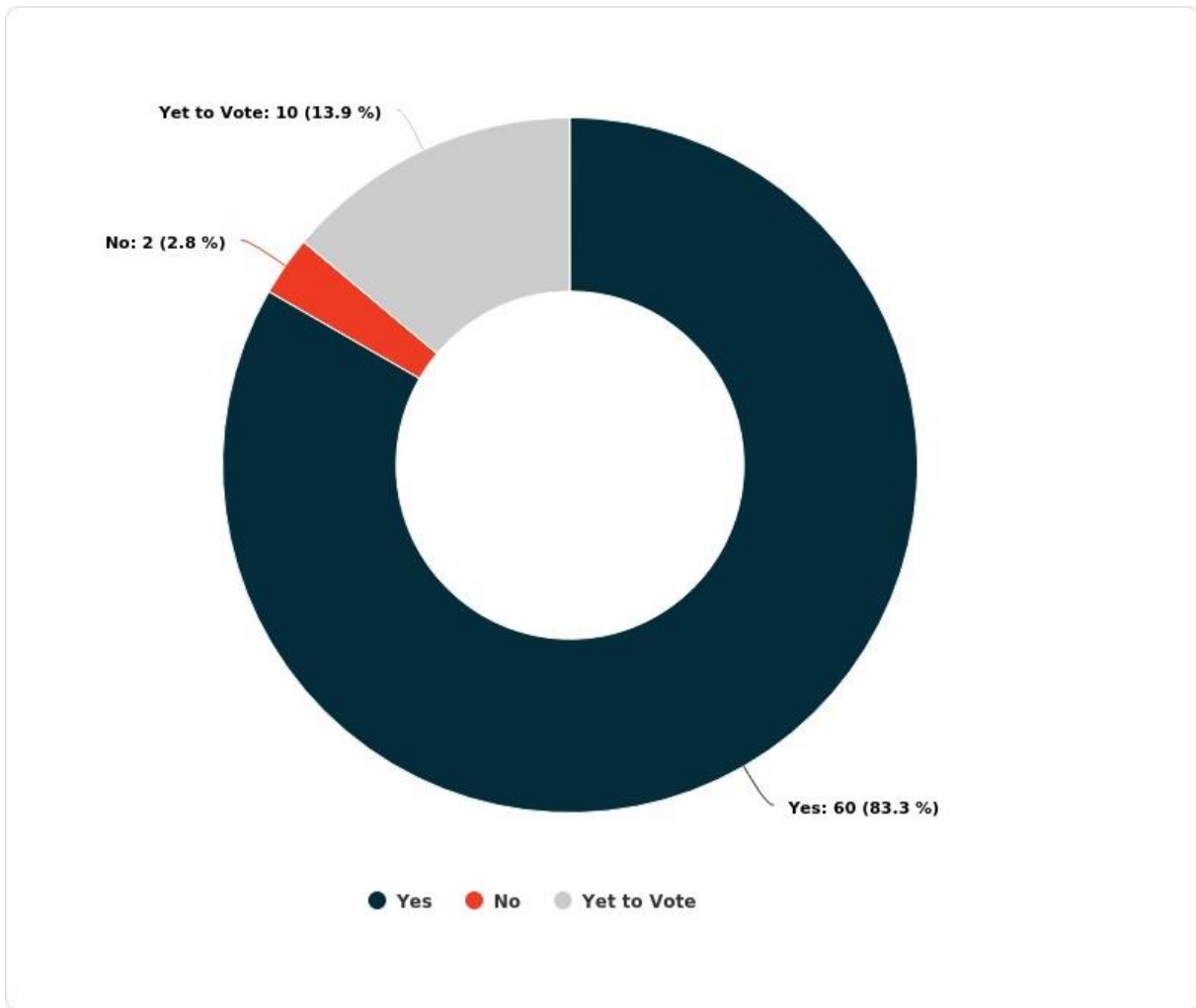




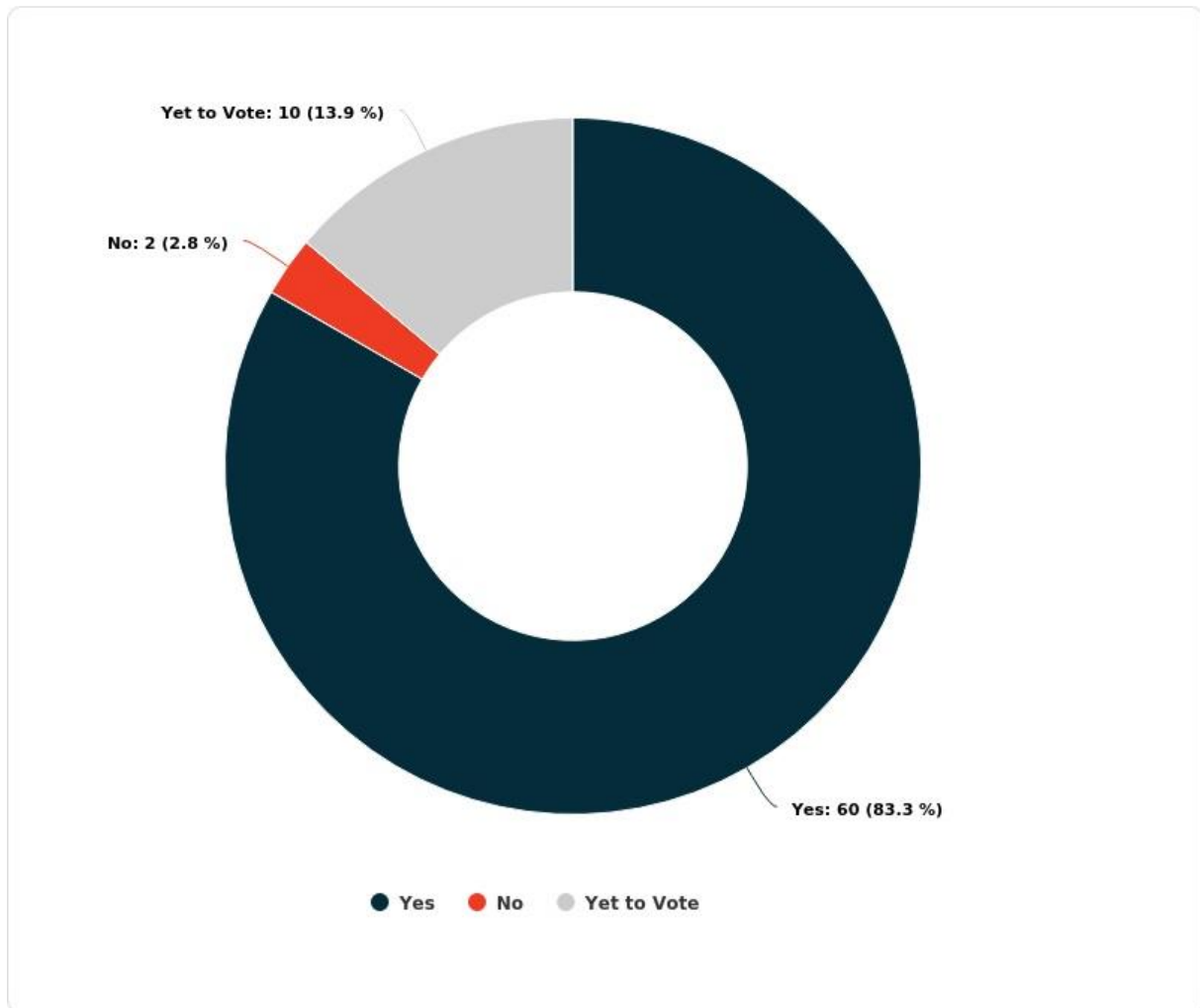
33. An unlimited number of periodic or indefinite bans on moving stands and aircraft maintenance equipment with the less than the recommended minimum number of people.



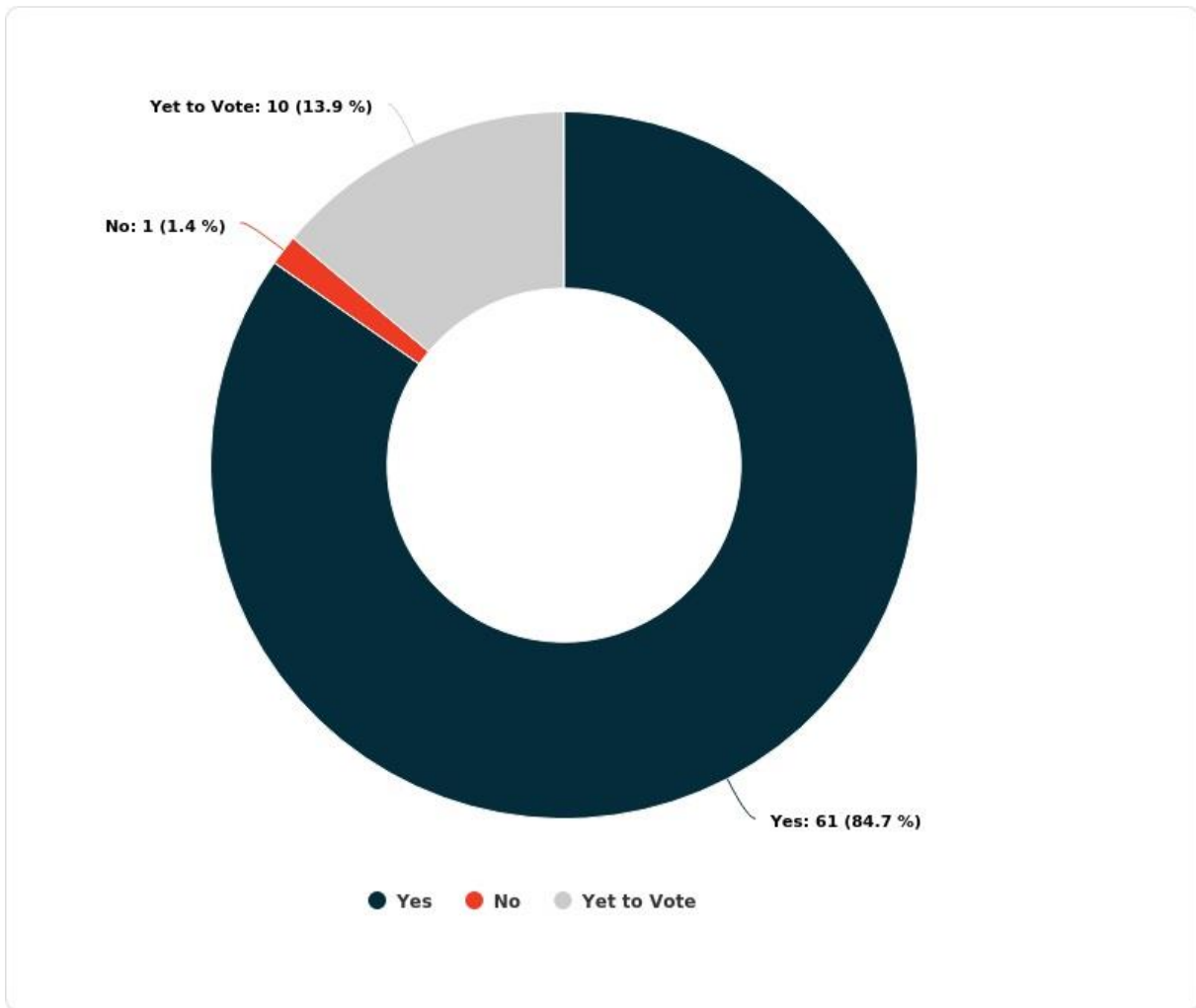
34. An unlimited number of periodic or indefinite bans on the logging of information technology issues.



35. An unlimited number of periodic or indefinite bans on training of other workers, excluding apprentices.



36. An unlimited number of periodic or indefinite bans on work by Simulator Maintenance Technical Officers (SMTO) that is not explicitly covered by their position description.



## 2. Vero Voting Independence Declaration

CEPU v Qantas Airways (PAB B2024/1507) vote has been managed and declared independent of CEPU, Qantas Airways and Fair Work.

No individual vote has been disclosed to CEPU, Qantas Airways or Fair Work.

The Protected Action Ballot vote result has been audited and the declared result is assured.

Regards,



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Greg Mitchell  
Director,

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